

# THE BULLETIN

APRIL 11, 1994 ~ 47TH YEAR ~ NUMBER 16

## MORE INDUSTRY SUPPORT NEEDED

BY ALFRED HOLDEN

OTTAWA HAS ANNOUNCED THAT 10 of 14 networks of centres of excellence will receive renewed support. However, changes in the way the program is funded mean that the university-based networks will have to scramble for more money from the private sector if their work is to proceed.

University Professor John Polanyi of the Department of Chemistry, who is involved in one of the four cancelled networks, is worried the high-profile federal science program is too focused on short-term goals. He said the guidelines followed by the industry-dominated selection committee made it impossible to receive a second round of funding for his network, the Centre of Excellence in Molecular & Interfacial Dynamics (CEMAID). "The guidelines were applied conscientiously, but they were very narrow guidelines and they looked for evidence of support from existing industry," Polanyi said.

CEMAID, with its headquarters in Montreal, was trying to provide the basis for new industries but "three years is, to put it mildly, a rather short time to go from basic science to viable industries," Polanyi said, referring to the length of time CEMAID has been established. "And so they cancelled it on the grounds these industries did not yet exist and were

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## Dr. Cito

CLARENCE EDWIN GASTON, better known as Cito Gaston, will receive an honorary degree of laws June 10 at the convocation ceremony for graduates of physical and health education, pharmacy, nursing and dentistry.

On June 20, two leading figures in higher education will receive honorary degrees. They are twin brothers Harold Shapiro, president of Princeton University, and Bernard Shapiro, principal-designate of McGill University.

Honorary degrees will also be presented to Joseph Rotman, chair and president of Clairvest Group Inc., on June 6, for his public and community service; University Professor Emeritus Ursula Franklin of the Department of Metallurgy & Materials Science, June 7, for her work as a scholar, a feminist and a

~ See CITO: Page 2 ~

## Bang A Gong



*The music of Indonesia reverberated throughout the Edward Johnson Building during rehearsal for a year-end world music concert at Walter Hall April 6. The Balinese gamelan is made up of about 20 instruments including keyed metallophones, gongs, kettles, drums and cymbals. The gamelan, commissioned from*

*a maker in Bali last year, was financed by the provost's ethnocultural academic initiatives fund. Students learn to play the instruments and must complete research on the music and society of Bali. Professor James Kippen of the Faculty of Music is director of the world music ensemble.*

ANDRE SOUROJON

## Hard Times Fall on Foreign Students

THE UNIVERSITY IS SEARCHING for a way to obtain health insurance for more than 3,000 international students following the Ontario government's decision to exclude them from OHIP coverage.

"We'll have to come up with something, a solution," Professor John Cohen, dean of the School of Graduate Studies, told Academic Board April 7. The change has resulted in anxiety among international students, who were covered by OHIP in the past, says Elizabeth Paterson, director of the International Student Centre.

She said administrators are exploring several options but do not have enough information to be able to ease the fears of students. "We can't say what will be available to them." One of the options that is being investigated is group health plans arranged through private insurance companies. At this stage, however, no one can say how such a program would operate or how much it would cost.

The financial circumstances of international students varies widely, Paterson said. "In some cases their parents may have money. In other cases it's their life savings. I know there are other students supported entirely through University scholarships and assistanceships and who have no flexibility whatsoever."

Barbara Selkirk, spokesperson for the Ministry of Health, estimated private health insurance will cost a student \$500 or \$600. She said hard economic times mean Ontario can't

afford to be as generous with foreign students and others temporarily in Ontario as it has in the past. "Certainly the economic situation has led the Cabinet to direct the minister to look at OHIP," Selkirk said.

On March 31 Ontario health minister Ruth Grier announced OHIP rules would be tightened to save \$48 million. Grier's office estimated 19,000 international students study-

ing in Ontario are among approximately 66,000 people whose status in the province will now exclude them from health coverage.

At U of T international students comprise 1,718 full-time and 325 part-time undergraduates as well as 1,042 full-time and 100 part-time graduate students, for a total of 3,185.

"It will probably make it impossible for many to continue attending,"

said Tony Burgess, president of the Graduate Students' Union. The change will damage Ontario's international reputation and its ability to attract foreign students in the future, he suggested. "We feel that international students are being stabbed in the back. They have been invited to attend university in Ontario under

~ See HARD TIMES: Page 2 ~

## Planning Process in Top Gear

BY SUZANNE SOTO

ACADEMIC BOARD HAS APPROVED a multi-year plan that effectively consolidates the University's budgetary and academic goals.

The Long-Range Guidelines for Planning & Budgeting, 1994-95 through 1999-2000, combine fiscal projections with key academic strategies outlined in Planning for 2000: A Provostial White Paper on University Objectives. Released in February, the white paper's general principles have already been endorsed by Academic Board and Governing Council. The guidelines will go before Business Board April 11 and before Council May 2.

Provost Adel Sedra told Academic Board April 7 that the University's academic units have been asked to prepare long-term academic plans, indicating which programs they will strengthen, reduce or phase out, based on the principles established

first in the white paper and now in the guidelines.

The deadline for these plans is the end of December. Professor William Callahan, principal of Victoria College, said this is not enough time for divisions to consult broadly with their members. Some divisions have even been given earlier deadlines, he said, including those in the Faculty of Arts & Science that must submit their plans by the end of May. Callahan said the deadlines are unfortunate, particularly since "too many of the faculty and students already regard the white paper as something that has been dropped on them."

Sedra said he sympathized with Callahan and would find ways of working with divisions finding it difficult to meet the deadline.

The budget report for 1994-95 is expected to come before the board in early May. It is based on the long-range guidelines that call for base

budget cuts of .33 percent in each of the next two academic years and 1.8 percent annually starting in 1996-97. Divisions will also have their one-time-only funding reduced by approximately one percent in each of the next five academic years. On the other hand the University is establishing four funds, at a total cost of about \$65 million, to finance new academic plans and initiatives, changes required by colleges and faculties to carry out their long-term academic plans, modifications required in the administrative units and new construction and maintenance projects.

The guidelines also assume that the annual cut of \$17.9 million, which the province made last year in the social contract agreement, will become permanent after 1996. The plan relies on a \$81 million "contribution holiday" to the University's pension plan to pay for this cut during the 1993-96 period.

## IN BRIEF



### Erindale names excellent teachers

THE WINNERS OF ERINDALE COLLEGE'S 1994 TEACHING EXCELLENCE awards have been named. They are Doris Geddes, a senior tutor in mathematics, and Jeff Dawson, a teaching assistant in biology. The chair of the awards committee, Professor John Percy, associate dean (sciences), said Geddes skilfully turns students' "math anxiety" into confidence with tutorials that have been praised by students. Geddes has been a tutor in mathematics at Erindale since 1967. Percy described Dawson as a hard-working graduate student who, as a TA, has consistently been rated outstanding on student opinion surveys. Faculty members who supported Dawson's nomination called him "conscientious, prepared, knowledgeable, enthusiastic, respected, approachable and fair," Percy said.

### Millgate elected to Royal Society

PROFESSOR JANE MILLGATE OF THE DEPARTMENT OF ENGLISH HAS been elected a fellow of the Royal Society of Edinburgh. Millgate, a fellow of the Royal Society of Canada since 1986, has written extensively on Sir Walter Scott, Thomas Babington Macaulay and other 19th-century authors. She gave the Sir Walter Scott lecture at the University of Edinburgh in 1993 and is currently working on various aspects of the history of the book.

### Holt receives ITAC/NSERC award

PROFESSOR RICHARD HOLT OF THE DEPARTMENT OF COMPUTER Science is one of two recipients of the 1994 ITAC/NSERC award. Holt will receive \$25,000 from the Natural Sciences & Engineering Research Council for research and \$25,000 from the Information Technology Association of Canada over a two-year period. He is a co-developer of Turing, a programming language that is used to teach computer science. The annual award recognizes outstanding research done by Canadian academics in the field of information technology. Holt is the fifth U of T professor to receive the award.

### Lambeth degree granted to Bell

ROBERT HUNTER BELL OF TRINITY COLLEGE WILL RECEIVE THE Lambeth degree of doctor of music in June in England. The degree is granted and will be conferred by the Archbishop of Canterbury. Bell is the sixth Canadian to receive the degree in the past century and the first born in Canada. Recipients do not have to pass an examination but the degree is considered a full one. It is awarded to people who have the potential to have studied for the degree but were precluded from doing so due to the time they spent serving the Anglican Church. Bell has served for 45 years as a teacher, composer, adjudicator, choirmaster and organist.

### Sessle heads international association

PROFESSOR BARRY SESSLE, DEAN OF THE FACULTY OF DENTISTRY, HAS been elected president of the International Association for Dental Research for a 15-month period. Sessle told the annual general meeting of the 10,000-member association in Seattle in March that he will focus on ways to strengthen alliances among dental researchers, educators and clinicians as well as on the quality and scope of dental research.

### Jeejeebhoy given Dales award

PROFESSOR KHURSHED JEEJEEBHOY OF THE DEPARTMENT OF MEDICINE has been awarded the 1993 Dales Award for Medical Research. Jeejeebhoy will receive \$50,000 for his investigation of diet's effects on muscle performance in hospital patients. The Dales award is given to outstanding investigators by the University of Toronto Life Sciences Committee.

### Marchi to address citizenship court

SERGIO MARCHI, MINISTER OF CITIZENSHIP AND IMMIGRATION, WILL address a special citizenship court at U of T on April 18. The court begins at noon at Walter Hall, Edward Johnson Building, Faculty of Music. Approximately 100 people will receive their Canadian citizenship during the ceremony and everyone attending will have the opportunity to reaffirm their citizenship. The court is part of National Citizenship Week, which runs April 17-23.

## Kidd Goes to Hall of Fame

PROFESSOR BRUCE KIDD, director of the School of Physical & Health Education, has received two major honours in recognition of his lifetime involvement in Canadian sport.

Kidd, 51, has been awarded the 1993 Bryce Taylor Memorial Award by the Canadian Sport Council "for bringing great honour to Canada's sporting community as an athlete, an advocate, an author, an historian and as a community rights activist." On April 23, Kidd will also be inducted into the Canadian Olympic Hall of Fame for his work in the development of Olympic education and

his leadership of the Olympic Academy of Canada. The ceremony will take place in Winnipeg.

In an interview Kidd said he received a number of awards when he was an athlete 30 years ago and they seemed to come easily. "But these are different. This is your peers telling you that the things that you've done have been worthwhile and that is very, very gratifying."

Born in Ottawa, Kidd has degrees in political economy, adult education and history from U of T, the University of Chicago and York University respectively. As a U of T

student and member of the University's track and field team in the early 1960s, he won 18 national senior championships in Canada, the US and Britain and held numerous world records. He also won gold and bronze medals at the 1962 Commonwealth Games and was a member of the 1964 Olympic team.

Kidd joined the University as a lecturer in the Department of Political Economy in 1970 and became an assistant professor at the School of Physical & Health Education three years later. He was appointed director of the school in 1991.

## More Industry Support Needed

~ Continued from Page 1 ~

not yet putting money into the hamper. I don't expect to change that decision. But I would like to get people to rethink these short-sighted guidelines because they keep cropping up in many contexts. We should realize that, quite often, quick returns equate with small returns."

Sue Milne, acting director of the networks for centres of excellence, said the decision not to fund CE-MAID may indeed be related to the centre's difficulties achieving its short-term objectives.

She said the federal government, in supporting the networks, remains dedicated to creating larger critical masses of researchers. Decisions about which networks will continue "are certainly difficult," she said. "They [the selection committee] have to prioritize on the basis of the perceived potential of networks to achieve the objective of the program within foreseeable horizons. That's one of the difficulties."

The federal government's announcement of a second phase of federal funding for 10 of the networks was good news for researchers involved in Micronet, one of two U of T-based centres of excellence.

In its first phase Micronet, led by University Professor André Salama of the Department of Electrical & Computer Engineering, brought together 16 universities, eight public sector organizations and 11 private companies to share research into

microelectronic devices, circuits and systems. The network will receive an additional \$9,315,000 in federal money over a four-year period. Eleven U of T researchers are kept busy with Micronet projects.

Micronet will now have to ask its industrial partners for more money while the economy is still sluggish. "It really makes things more complicated, more difficult. But maybe this is a reasonable way to get some evidence of solid industrial support," Salama said.

Milne said the networks have not been given deadlines to find the extra money. Instead, payments from Ottawa will be greater the first year and then taper down. "That acts as an incentive to encourage the networks to seek supplementary funding from other sources," she said.

The Canadian Aging Research Network (CARNET), which is also based at U of T, did not apply for second-phase funding since its first round of money will keep it going for another one and a half years.

## Cito Is Honorary Graduand

~ Continued from Page 1 ~

social activist; University Professor Emeritus Boris Stoiceff of the Department of Physics, June 7, for his work on the physics of lasers.

And: David Strangway, president of the University of British Columbia and past president of U of T, June 7, for his work on electromagnetic techniques; Basil Johnston, an aboriginal storyteller, June 8.

And: former Ontario premier David Peterson, June 8, for his leadership on national unity issues and his support for science and engineering research; columnist Robert Fulford, June 13, for his contribution to journalism and the arts; Isadore Sharp, chair and president of Four Seasons Hotels and Resorts, June 14, for his leadership in business and for service to the community; comedian Frank Shuster, June 14, for his career

in entertainment and his long-standing commitment to the University; Ignat Kaneff, president of Kaneff Properties Ltd., June 15, for his service as a community builder.

And: MP Jean Augustine, June 16, for her work with groups such as the Urban Alliance on Race Relations; University Professor Emeritus Harold Johns of the Department of Medical Biophysics, June 16, for his role in the development of the Cobalt-60 unit.

And: Madame Justice Claire L'Heureux-Dube of the Supreme Court of Canada, June 17, for her work on issues relating to fundamental rights and freedoms; architect Raymond Moriyama, June 17, for designing buildings that have a sense of space and well-being and Teresa Stratas of the Metropolitan Opera Company, June 17.

## Hard Times Fall on Foreign Students

~ Continued from Page 1 ~

one set of conditions and are now having those conditions changed."

In the context of other changes the students' concern is understandable, said Peterson. She said foreign students with children will be affected by another Ontario decision to cut off day care support. And all will be hit hard by the 10 percent per year tuition fee increases announced for 1994-95 and 1995-1996. This fall tuition fees will be \$8,403 for most foreign undergraduates and \$12,842 for a typical foreign graduate student.

Meanwhile Dan Lang, assistant vice-president (planning) and University registrar, said the administration is looking into whether payroll health care taxes will still have to be paid for the many foreign students employed by the University as

teaching assistants and in other jobs. If the University can deduct those students' proportion of the employer health care tax, it might be able to contribute that money to some other health insurance plan, Lang said.

On April 4 the Council of Ontario Universities called the government's move to end OHIP coverage for foreign students "a harsh and punishing action" and asked the Ministry of Health to reconsider.

UNIVERSITY OF TORONTO

## THE BULLETIN

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# Request for Membership Denied

BY SUZANNE SOTO

THE FACULTY AND STAFF associations and the Graduate Students' Union (GSU) want to be represented on Governing Council but Council has turned them down.

Their request was made March 31 as Council discussed the University's response to the report of the task force on university accountability. The Broadhurst report — named for task force chair and former U of T governor William Broadhurst — was released in June 1993 and the University submitted a general response last October. Later the ministry of education asked universities to describe how they would implement the recommendations dealing with governance.

Council approved the University's plan March 31, but did not follow the advice of the faculty and staff association and the GSU.

Professor Bill Graham, president of the U of T Faculty Association (UTFA), said his constituency wants better access to the University's highest governing body than that provided by the procedures that allow non-members to address Council and its boards and committees. "When I talk here, I do so as an outsider — this does not increase collegiality," he said.

Graham was a member of the Broadhurst task force. He pointed out that the task force suggested it would be appropriate for governing boards to have, as non-voting ex-officio members, the heads of employee and student groups.

UTSA president John Malcolm said that the administration, in its reply to the Broadhurst report, could have demonstrated "a more flexible attitude" towards its administrative staff members. The University,

he said, should have expressed more willingness to reopen the U of T Act to allow for greater staff representation than "the bare minimum" of just two members on the 50-member Governing Council, particularly since the other two groups have more than two.

Tony Burgess, president of the GSU, told Council his group does not think the administration conducts wide consultation before it makes decisions on major issues. He also said that although several students serve as governors, other students find it difficult to address Council.

Council secretary Jack Dimond said he was concerned that the addition of non-voting ex-officio members could result in a governing body devoted more to non-voting members representing their individual groups than to a council whose members represent the interests of the University as a whole.

Several Council members opposed the idea as well. Alex Waugh, vice-principal of Woodsworth College and a staff representative, proposed that the heads of campus organizations, who want seats on Council, run in Council elections "just as everyone else does." Hart Heller, an undergraduate student member, said the addition "would duplicate what is already here."

Professor Michael Marrus, chair of Academic Board, said he has tried to address UTFA's council on various issues but has been prevented from doing so by its governing rules. "I would like to be an ex-officio member of UTFA," he joked. On a more serious note, he disputed Burgess' comments that there is a lack of real consultation at U of T. "We have one of the most widely consultative processes ever heard of in North America," he said.



Susan Padro and Bill Graham express their concerns about an OISE merger at a news conference April 5.

## Faculty Wants Observer Status

BY ALFRED HOLDEN

THE UNIVERSITY HAS TURNED down a request from the faculty association for observer status at upcoming merger talks with the Ontario Institute for Studies in Education (OISE).

"If you give everybody who is interested observer status, we'll end up not with a negotiating session but with a conference," Provost Adel Sedra said. In a letter to the U of T Faculty Association (UTFA), Sedra said he would "endeavour to keep the association informed of progress" of the talks.

However, UTFA president Bill Graham said he is not satisfied with that response and plans to ask Ontario's minister of education and training to intervene. "We will appeal to the government to see that we are part of any talks."

UTFA wants to be an observer at the negotiations because "of the serious nature of the consequences" a merger might have for U of T and OISE faculty, Graham said. "Since the merger will involve terms and conditions of employment of people who might or might not

become members of UTFA, depending on how the talks go, it's absolutely necessary for us to have a presence."

The institute's faculty association, OISEFA, has asked for observer status as well but had not heard back from OISE administration, faculty association president Susan Padro said last week.

At a news conference April 5, UTFA and OISEFA released a joint statement repeating concerns about the impact of the merger on their memberships, particularly the institute's faculty. Graham said UTFA has not taken a position as to whether the merger would be good or bad, but "we are concerned principally with the process, and that our colleagues at OISE determine their future in a reasonable way."

Observer status for both faculty associations would provide reassurance the outcome is fair to all concerned, Graham said. If confidentiality during the talks must be retained the same rules used for contract negotiations could be applied, he proposed.

Meanwhile the stage has already been set for the fate of the institute's

five certified union locals, including OISEFA, to become key issues at the negotiating table. On March 22 the OISE Board of Governors approved a set of guidelines for its negotiating team stipulating that "all union contracts shall be honoured" under any agreement with U of T.

Padro and Graham said union rights become complicated when organizations merge, and that is another reason the two associations would like to observe the talks.

The OISE negotiating guidelines also call for the institute's name, mandate, board of governors and control over its revenues to be retained under any new arrangement and for OISE to remain intact in its Bloor St. building. As well, students must be able to complete the programs they have started at the institute.

On Feb. 3 Ontario's minister of education and training, Dave Cooke, asked OISE and U of T to enter merger talks, ostensibly to strengthen both organizations. U of T's Faculty of Education largely trains undergraduates while OISE is a graduate school. Cooke gave the University and OISE until June 30 to report back to him.

## Lucky 13



Ramsay Cook, general editor of the Dictionary of Canadian Biography, holds a copy of the most recent edition, Volume XIII, 1901-1910. MP Albina Guarnieri, parliamentary secretary for the Ministry of Canadian Heritage, was on hand in the chancellor's Simcoe Hall office March 30 to present a \$100,000 cheque to support the publication of Volume XIV. The DCB, published by the University of Toronto Press, documents the lives of noteworthy Canadians.

## Davies to Join Royal Bank

BY JANE STIRLING

BRYAN DAVIES, VICE-PRESIDENT (business affairs) and chief administrative officer, is leaving U of T next month to join the Royal Bank of Canada as senior vice-president (corporate affairs).

Davies, who has been with the University since January 1992, said he has "regrets more than anything else" about his May 20 departure. The Royal Bank position, however, "was an opportunity that came looking for me and I found it very intriguing and interesting."

At the March 31 Governing Council meeting President Robert Prichard said Davies will be "greatly missed" by the University community. U of T, he noted, must move quickly to appoint a successor to ensure the initiatives begun under Davies' leadership will continue.

Davies is the chief architect of the



Bryan Davies

Rethinking Administration initiative, one of seven areas of focus announced by Prichard in his 1992-93 budget report. The initiative is designed to streamline administration in a number of areas such as financial management, research grants and contracts, admissions and human resources payroll. It emphasizes the

decentralization of authority and the elimination of overlapping activities.

"Rethinking stimulates and encourages changes within specific units by changing the way people look at an issue and giving them the mandate to be creative," Davies said in an interview. "I see the process well under way now. I would like to stay to see it reach full maturity but I'm confident it's well on track and will be in place over the next several years."

In a March 23 memorandum to senior administrators, Prichard said the Rethinking Administration initiative will remain an integral part of the vice-presidential portfolio.

Davies, who has a bachelor of commerce degree from U of T and a master's of public administration from Queen's, spent about 16 years in the provincial civil service. He rose through the ranks to become Ontario's deputy treasurer and deputy minister of economics.

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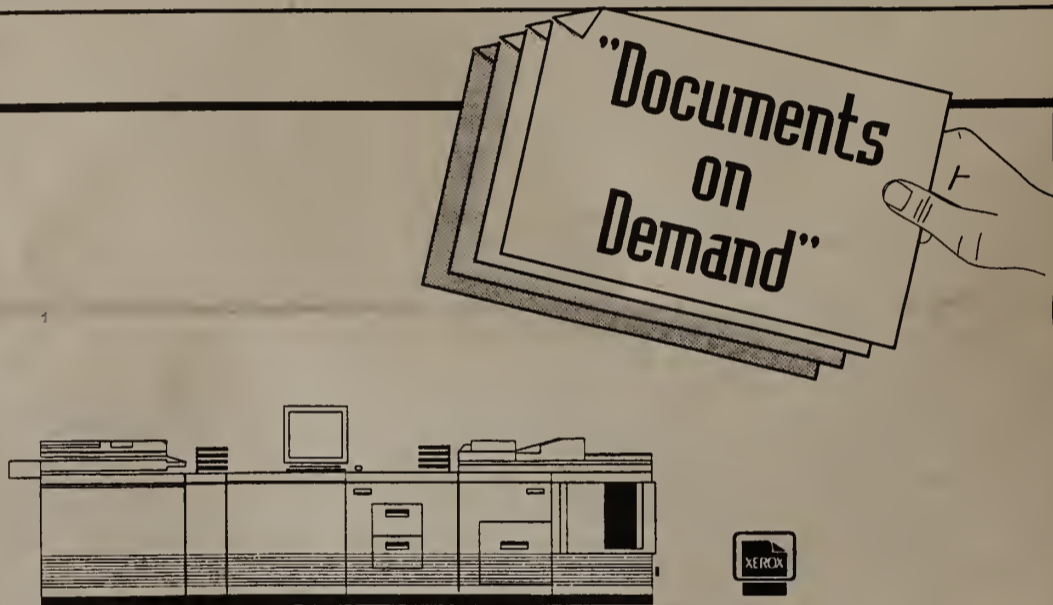
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# Staff Career Centre Opened

THE UNIVERSITY HAS OPENED a career centre that will assist staff who lose their jobs and are looking for new employment.

Located at 203 College St., suite 203, the Career Transition Centre officially opened its doors on April 6. Rosie Parnass, the former manager of career counselling at the student career centre, is director of the facility and serves as the University's first career and relocation counsellor.

Parnass' job is to discuss work-related matters with employees who have been laid off due to organizational or other changes. She will help them find opportunities to retrain and prepare them for job hunting. She will also establish a counselling group for social and emotional support. The three-room centre is equipped with six computers and a variety of software packages, a job-related resource library of books and videos as well as a seminar room.

During the opening ceremony, Professor Michael Finlayson, vice-president (human resources), called the centre "a wonderfully creative development" of the 1993-94 salary and benefits negotiations between the U of T Staff Association (UTSA) and the administration. "This is a product of a somewhat new culture

and new relationship between the administration and the staff association," he said. "It's the result of co-operation at the bargaining table and in the committee that was set up to establish the centre."

UTSA has been trying to make University employees aware that they should be constantly upgrading their job skills, said USTA president John Malcolm. "Quite frankly, we never know when the axe will fall and we must be prepared for that." He thought the centre's opening showed a "genuine commitment" on the University's part to keep as many people working as possible.

During last year's salary negotiations and social contract talks with UTSA, the administration agreed to spend \$300,000 a year over the next three years on staff counselling and training. It also established a relocation committee whose task was to establish the career centre which will cost about \$225,000 a year to operate.

Parnass said although the centre just opened, she has been counselling released staff members since mid-January and has handled about 35 cases to date. Any employee who wishes to set up an appointment with Parnass can call her at 978-0995 or visit the centre.

## OISE Program Approved

ACADEMIC BOARD HAS APPROVED the reinstatement of an adult education degree at the Ontario Institute for Studies in Education (OISE). However, some board

members are concerned about the cost and the future of the program.

OISE's Department of Adult Education will offer the program while U of T's School of Graduate Studies (SGS) will confer the PhD in adult education. The Ontario Council of Graduate Studies recommended the program be discontinued in 1984. However, following a favourable 1990 review of OISE's other adult education degree offerings, the council stated it would consider the re-establishment of the program.

On April 7 Academic Board recommended that the program be revived. If Governing Council agrees, the proposal will be sent to the council of graduate studies for final approval.

Board members discussed the financial implications for U of T in light of the current merger deliberations between the University and OISE. "I can't see how, in view of those discussions, there will be no resource implications in this," said Professor David Tinker of the Department of Biochemistry.

Professor Kathryn Morgan of the Department of Philosophy said she was reluctant to support the proposal because of the uncertainty surrounding the merger negotiations. The University, she said, has stated it will not be able to hire all of OISE's faculty if the two institutions join forces. But some of those faculty members may actually be needed to teach the new program, she cautioned.

Professor Calvin Normore of the Department of Philosophy asked the board to withhold approval until the merger negotiations are completed at the end of June. Provost Adel Sedra and SGS Dean Jon Cohen urged the board to approve the new offering.

## Sexual Assault Counsellor Needed

UNIVERSITY AFFAIRS BOARD HAS approved the operating plan for student services. It proposes that a new position of sexual assault counsellor-educator be added to the complement of the Counselling & Learning Skills Service.

The cost of this initiative is \$60,000. If approved by Governing Council it will be funded by student fees.

More female counsellors are needed, says a report from the Counselling & Learning Skills Service, explaining that the proposal for the new position was made by the U of T sexual assault support group. "Students continue to develop emotional problems in the face of increasing financial pressures and uncertain employment prospects, and the proportion of these problems that are very serious also increases," the report says.

The students services operating plan also calls for an increase in the operating subsidy of Nancy's Part-time Child Care Centre, from \$36,000 to \$62,500. The operating subsidy to the Erindale part-time child care facility will increase to \$68,500 from \$57,000 and the operating budget of the Erindale career centre will increase by \$5,000 to provide for summer operation.



Killam winners André Salama, Endel Tulving and Adrian Brook raise their glasses in celebration.

## Celebration of Accomplishments

BY ALFRED HOLDEN

THE GUESTS WERE DISTINGUISHED, the setting historic and the occasion unprecedented as U of T's three Killam prizewinners received their awards at a ceremony in the Great Hall at Hart House April 5.

The event honoured University Professors Emeriti Adrian Brook of the Department of Chemistry and Endel Tulving of the Department of Psychology and University Professor André Salama of the Department of Electrical & Computer Engineering. It marked the first time one Canadian institution has swept all three celebrated Killams in a single year.

Though the winners are from one university, their work encompasses a spectrum of accomplishment, said Jacques Lefebvre, vice-chair of the Canada Council, which administers the Killam prize. The three professors have made vital contributions to humanity's understanding of itself and the world it occupies, he told the reception. "Whatever the unity of

nature, human beings are compelled to understand it mostly in a piecemeal fashion.

"The maps provided by our distinguished scientists may seem to encompass limited areas of reality, but that is precisely their strength. Seen from an overall perspective, the work of our three distinguished Killam prizewinners covers a wide span of the human investigation of nature." Lefebvre presented each of the winners with a cheque for \$50,000.

President Robert Prichard called the Killam prize "one of the most prestigious academic awards that Canada offers," and said the winners, "individually and collectively, represent the highest aspirations and ideals of the University of Toronto."

In their brief remarks, the three winners said they owed much to colleagues, friends and family. "The honour must be shared with the many students that have worked with me over the years," Brook said in accepting his award. "They have made a great many suggestions and con-

tributed ideas as well as done a great deal of the laboratory work leading to our results."

Tulving said the support of people is vital to his work. "I too can think of at least a hundred necessary conditions for my being here right now," he said. "Most of them are people."

Striking a note both serious and light, Tulving said chance, luck and fate are other powerful forces that academics must reckon with, alongside the truths that science and scholarship discover. He told the story of how a torpedo missed the ship in the Baltic Sea on which he was leaving Estonia during the Second World War. Had someone had better aim, Tulving said, "I would have missed this ceremony today."

The Isaak Walton Killam Memorial Prize recognizes lifetime achievement and outstanding contributions to the advancement of knowledge in the fields of natural sciences, engineering and health sciences. It was first awarded in 1981 and is financed through funds bequeathed to the Canada Council.

## Governor Seeks Salary Information

BY SUZANNE SOTO

MEMBERS OF GOVERNING Council should be told, in strictest confidence, the salary range of the president and vice-presidents, a governor says.

Brian Burchell, an alumni representative, notified Council on March 31 he wants the University to amend any policies that prevent members from having this information. The matter was referred to the Executive Committee for consideration.

In an interview after the meeting, Burchell said only a small group of Council members on the senior salary committee know how much the president and six vice-presidents are paid. They are Council chair Annamarie Castrilli, vice-chair Anthony Comper, Business Board chair John Gardner and President Robert Prichard. Burchell is not seeking information about exact earnings but he believes the entire council should

know the range of the senior salaries.

"I work in the private sector and it seems highly counter-intuitive and improper for a board not to know what the CEO and senior executives make," he said.

He added that as vice-chair of the Planning & Priorities Committee he has become "keenly aware" of both the University's increasing financial constraints and the responsibility of its trustees "to ensure that funding is expended in a responsible manner."

Castrilli said she does not see how the salary information could be revealed to Council members without violating U of T employees' rights to privacy and confidentiality. If the provincial government directs universities to disclose such details, U of T may be required to change existing policy on access to personnel files, she said. In any case, she added, Council will debate the merits of Burchell's motion. "I think we obviously need a discussion on this and I welcome it."

Gardner does not generally favour revealing employees' salaries. "I'm not sure what is gained by disclosing that information," he said. "The key issue is not what people get paid but what they do and I would suspect that if you looked at the size of the job that senior people have at the University, you would find that they're probably underpaid."

Governing Council secretary Jack Dimond said the provincial government is expected to introduce legislation this year requiring public sector agencies to disclose the salaries of their senior executives just as publicly traded corporations now do.

U of T, argued Burchell, should not wait to be forced to disclose its senior salaries but move to amend its internal policies and "take a leadership position" in this area.

"We should at least make this information known to ourselves," he said. "I think it's shocking that we don't know."

## IN MEMORIAM

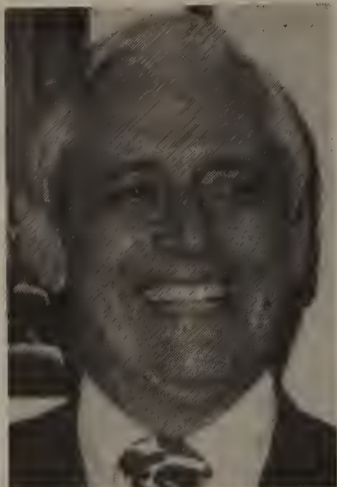
### Williams Was Founding Principal

CARLTON WILLIAMS, FOUNDING principal of Scarborough and Erindale Colleges and former president of the University of Western Ontario, died April 6 in London, Ontario, at the age of 81.

Williams was born in Winnipeg. He received a bachelor of arts in psychology from the University of Manitoba in 1932, followed by a master of arts (1937) and a PhD (1940) from U of T.

He joined the teaching staff at the University of Manitoba in 1946 and became head of its psychology department in 1948. The following year he joined U of T's professoriate. From 1958-63 he was director of U of T's Division of University Extension and from 1963-67, vice-president (Scarborough and Erindale Colleges) and founding principal of the two suburban campuses. In 1967 he was appointed president and vice-chancellor of the University of Western Ontario, a position he held for 10 years.

After retiring from Western he chaired the Ontario Commission on Freedom of Information & Individual Privacy. He also chaired the board of University Hospital and the London Teaching Hospitals Council. He was a member of the



Ontario Press Council.

Williams received a number of honorary degrees: from the University of Manitoba in 1969, the University of Windsor in 1977 and U of T and Western in 1978.

Professor Emeritus Paul Fox of the Department of Political Science and a former principal of Erindale became acquainted with Williams in the 1950s when both were teaching on the St. George campus. "He was a genial man, pleasant and easy to deal with. He was also a very competent administrator; he got two suburban campuses up and running and that is certainly to his tribute."

## Writers Still Wanted

BY ALFRED HOLDEN

U OF T STILL HAS ROOM FOR A writer-in-residence, says a review committee that has recommended the 29-year-old program be kept alive.

The provost has accepted the committee's recommendations. However, future writers will be here for a shorter time, due to budget restrictions and the withdrawal of the Canada Council's support for university writer-in-residence programs. "Over the years it has become more and more difficult to find money," said Professor Thomas Adamowski, chair of the Department of English and member of a five-person review group appointed by the provost last September to consider the future of the writer-in-residence program.

The University has had a writer-in-residence annually since 1965, most years with the Canada Council's financial help. The writers, poets and playwrights have moved into offices on campus, advising students and giving workshops and readings. Past participants comprise a who's who of Canadian authors including Margaret Laurence, Margaret Atwood, Timothy Findley, Irving Layton, Mavis Gallant and Al Purdy. Playwright Tomson Highway is filling the position this year.

The Canada Council's decision to end sponsorship of the program created problems but having a writer-in-residence is valuable enough to the University that the custom should

be maintained, the committee found.

The group's proposal that U of T fund the position itself, by establishing a \$20,000 presidential writer-in-residence fellowship, has received the approval of Provost Adel Sedra, said Alvan Bregman, assistant vice-provost (arts and science). The expense almost equals what the University already contributes and is not new spending, Bregman noted.

However, without the council's share — typically another \$12,000 — there is only enough money to maintain a writer-in-residence for a portion of the academic year and that is part of the new arrangement, said Bregman. Future writers will be appointed for one four-month semester, starting in either September or January. "It's an obvious difference from what we have now, yet the full range of activities will still take place," he said.

Highway said that for him, the program offered rare time and income with which to write, "while on the less practical side I have found it extremely enriching to meet and mingle with all these young talented people." He believes that many of the students he has met will eventually make it as professional writers. "As small as the program is and as insignificant as it looks at first sight, it is very valuable. It does go a long way."

The review committee said many individuals and groups wanted to keep the program going. The position brings prestige to U of T; it offers an opportunity to develop the

talents of the University's writers; it demonstrates the University's support for Canadian culture; and it enhances "the general cultural ambience of the University."

Others, however, felt the program was a luxury that should not be maintained during a recession. A few of the writers themselves complained that the position was not well publicized or that they felt detached from university life while here.

In response the report recommends changes to the program and its administration. The position should be better publicized and writers should have "well-defined obligations." For example, they should teach a regularly scheduled non-credit writing workshop with formal enrolment and set content. Meanwhile the writers should continue to have regular office hours for consultation and give readings on U of T's three campuses.

In recent years the writers have been based at New College, but Massey College has indicated a renewed interest in hosting them, the report says. Massey offers "a unique social setting" where "the writer could easily be integrated into the University."

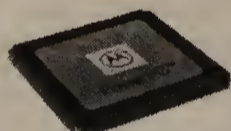
The decision by U of T to fund the position will be reviewed after four years, said Bregman. He said the University and Canada Council formerly agreed to share the cost of the program at about half and half but that in practice the University usually carried a larger share.

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# Governing Council Gives Thumbs Up for Harassment Policy

BY SUZANNE SOTO

AFTER FOUR YEARS OF DEBATE, Governing Council has adopted a statement on physical and verbal harassment.

The new policy outlines procedures for dealing with harassment and discrimination (other than sexual harassment) on University grounds. It reiterates the Ontario Human Rights Code and U of T's existing policies on the matter while reinforcing the University's rights of freedom of speech, freedom of research and academic freedom.

The Statement on Prohibited Discrimination & Discriminatory Harassment says that all University members "are both morally and legally bound to provide a learning and working environment free from prohibited discrimination and harassment."

Members also have a responsibility to create a climate of understanding and mutual respect for the dignity and rights of each individual.

University Affairs Board and Academic Board approved the statement in February. However, some board members wondered if there was a need for it if it simply restates current policy. Some had concerns about the statement's effect on academic freedom while others wondered if the document goes far enough to curb harassment, verbal abuse and abuse of power.

At the meeting of Governing Council March 31, governors expressed similar concerns. "This statement doesn't say much and it's vague," said Paul Cadario, an alumni member. "Why do we need it and what would happen if we didn't have it?"

Wendy Talfourd-Jones, a part-time undergraduate student representative, said she feared administrative staff will not be adequately trained to deal with the type of harassment the statement is intended to eradicate. She also worried that the policy does not protect the confi-

dentiality of those who file complaints.

Peggy Haist, a staff representative, was concerned that the policy does not do enough to protect certain employees, for example, subordinates being harassed by supervisors. "It won't adequately cover the interaction between staff, faculty and students," she said.

President Robert Prichard defended the statement. "This is an excellent piece of work and I believe we're better off with it," Prichard said. "U of T has been struggling with this for four years. We should use this statement and run with it."

## Park at Erindale

IT PAYS TO PARK AT ERINDALE. The rates are the lowest U of T can offer and prices are not going up next year.

On the downtown campus it's a different story. There the hourly cash rate, the evening flat rate and the Saturday flat rate for parking spaces are going up from \$3.75 to \$4. The daily flat rate stays at \$13; the motorcycle daily rate goes up 20 cents to 75 cents.

Meanwhile permits will continue to cost \$109.48 a month for reserved spots, \$87.57 for block reservations and \$65.55 for unreserved places. The monthly student rate of \$65.55 also remains the same.

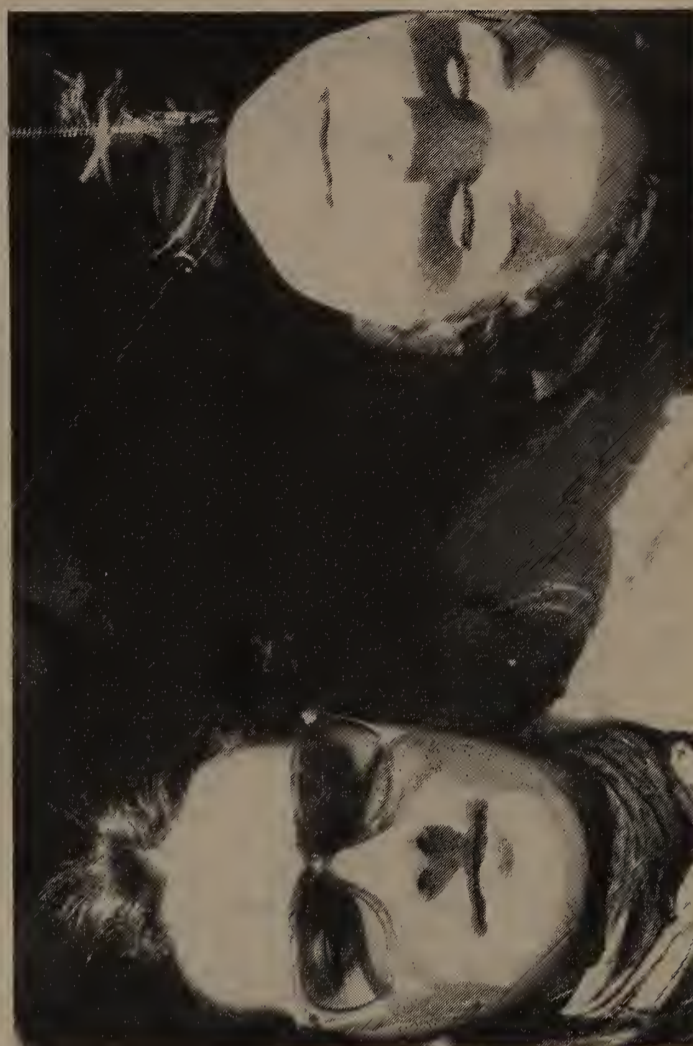
The rates were approved by Uni-

versity Affairs Board April 5 as the board accepted the 1994-95 operating plans for the University's service ancillaries.

Erindale drivers will not be asked to pay more for either permits or cash parking. Annual permits for reserved spots are \$206 and \$169 for non-reserved spots. Daily cash parking is \$4.50.

At Scarborough College permits will increase by 10 percent — to \$258 for annual permits on the inner lot and to \$171 on the outer lot. The 1993-94 cash parking rate will remain in effect for another year. Cash parking is \$4 an hour during the day on the inner lot.

## SAD No More



PETER LEGRIS

A pilot study conducted by Professor Alan Baker of the Department of Geography suggests that the best treatment for sufferers of Seasonal Affective Disorder (SAD) is to spend time outdoors, even if the sun isn't shining. The light can be bright enough to have beneficial effects on people with SAD on cloudy or foggy days, Baker says. It is not simply a case of whether or not the sun is shining. This finding is probably no surprise to those who have spent the winter cooped up in labs, offices and classrooms. Clearly Sabrina Mancini (top) and Christine Battiston, first year arts students, know that light is a good thing.

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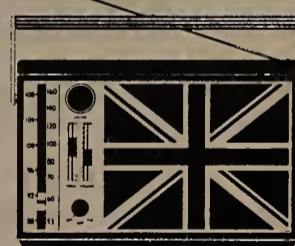


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## LETTERS



### WHAT'S ALL THE ANGUISH ABOUT?

The depth of feeling expressed by UTFA president Bill Graham and other critics of the provost's white paper setting out the planning directions for the University for 2000 is unexpected. The white paper's analysis and conclusions should not come as a surprise to members of the University, based as they are on the five excellent, preliminary papers circulated last fall and widely discussed and debated. Nor is it a revelation that our two past planning exercises were largely unsuccessful and virtually free of impact. And it's certainly not astonishing that the University's present and projected financial circumstances make the status quo unsustainable. So what's the anguish all about?

What's wrong with sustained excellence in teaching and research as the main criterion for the selection, reward, promotion and retention of our academic colleagues? The terminology "teaching staff" we use at U of T is hardly accidental. Surely one of the research university's drawing cards is the exposure to those in the vanguard of their fields in a classroom setting that it uniquely can provide. Similarly the prospect of challenging young minds and benefiting from their insights should excite any scholar of the calibre we would employ. Investments in information technology — also promised in the white paper — do not by themselves a great university make.

What's wrong with contending that "good enough to get by" is not good enough, and that continued minimally acceptable performance should be rewarded by something other than continued employment? There are few institutions in the world today, even in the public sector, that can afford such com-

placency and laxness. Tenure, in case anyone has forgotten, is earned by academic promise, not dispensed as a reward to a 35-year-old for impressive laurels that need not be sustained and further developed. It may well be that PTR needs to be revisited if it is not sufficiently attuned to merit. I know Business Board would welcome such a review of this assumption, central to our compensation policy and our finances.

What's wrong with asking divisions to be the masters of their own fates, in a collaborative planning process with the provost's office? In a truly collegial environment, chairs and their colleagues should relish the opportunity to elaborate their own proposals and to work together with other disciplines to identify possibilities for coordination and resource sharing. Informed by financial realities, these plans would be a transparent contract between them and the rest of the University. Planned adjustment is surely less painful, and ought to be less frightening, particularly when led by a chair whom, if I am not mistaken, departmental colleagues have a large say in selecting.

The provostial white paper is probably the best report on *any* subject produced in the University in the last 25 years: clear in its intent and language, participatory in its goals and process and linear in its argument and marshalling of fact. One would think that Provost Adel Sedra and Vice-provost Carolyn Tuohy were seen marching down Bloor St. wearing fur and accusing UTFA of secretly eating its young, the criticism has been so shrill. Although change is never easy, the reaction of the University and its supporters has, on the whole, been enthusiastic. Not because Sedra and Tuohy have said it all, or fixed it in stone — on the

contrary, they are seeking suggestions and welcome improvements — but because they challenge us all to image what we could do together if we proceeded in the daring fashion they have proposed.

The University's external allies are ready. Enough whining. Let's get on with the task.

PAUL CADARIO  
ALUMNI MEMBER  
GOVERNING COUNCIL

### PLEASE SPARE US FROM BUREAUCRACY

In his excellent intervention Peter Rosenthal has put his finger on a glaring omission in the provostial white paper: its failure to address the question of a thorough overhaul of the University's administrative structures (Fault Lines in White Paper, March 14). Those of us who have had administrative responsibilities have our own stories to tell about time and paper waste and cumbersome bureaucratic routines imposed upon our departments.

At a time when resources are tight and when most major private corporations have radically trimmed their management structures, to the point of eliminating entire levels of management and giving small work groups and individuals greater autonomy, it is difficult to understand why the white paper would skirt this issue completely. The paper speaks about the quality of teaching and research — one practical way of addressing the issue would be to send administrators and support staff back to the labs, classrooms and department offices.

Rosenthal has put his finger on a second weak spot of the white paper. We are asked to provide more comprehensive (and large), as opposed to "over-specialized," courses for the excellent under-

graduate students that we are to attract; yet at the same time students at all levels are to be exposed to and involved in faculty research projects — a wonderful idea which deserves our support. Research, however, is by its very nature specialized, not comprehensive. Moreover departments such as my own are barely able to mount our basic bread-and-butter courses — we cannot even afford to keep our research library functioning. It would be a great luxury if we either offered specialized research-oriented workshops for a limited number of students or devoted a substantial proportion of a comprehensive course to our specialized research.

There is clearly a need for focused courses and workshops with close faculty-student contact, but without more teaching resources this is unrealistic and certainly not accomplished by reducing research leaves and restricting flexibility concerning reduced teaching loads. It is hard to understand how comprehensive courses would allow us to do more research and share it with our students.

Having knocked the white paper on two points, and considering other objections that people have expressed, we should be careful not to throw the baby out with the bath water. In many ways the paper represents a departure from statements of previous administrations. To pick just a few: its rejection of a top-down approach and its insistence on ongoing dialogue, flexibility and experimentation; its stress on the international mission of the University and the international nature of scholarship and research; its emphasis on excellence and on trying to attract the best graduate and undergraduate students while remaining open to minorities; and its suggestion that we become more interdisciplinary

and look beyond the artificially high walls of our departments.

The last point deserves much greater attention. We have seen how over the past decade the humanities and the social sciences have moved towards each other and have finally begun an intensive dialogue — how, for example, small interdisciplinary discussion groups and workshops have sprung up where colleagues discuss their current research; and how graduate students' research is less than ever within the narrow traditional boundaries of disciplines.

Our departments, however, are often far from recognizing this new interdisciplinarity. Contrary to what we are seeing in the top schools in the United States, our programs are still forcing students into a straightjacket of outdated or one-sided requirements and leave them with little or no freedom to choose the courses or teachers they want to work with — especially outside their chosen discipline.

The white paper stresses the need to attract the best students. Yet our lack of flexibility makes us singularly unattractive to these students; instead they go elsewhere to programs that are better tailored to their needs and interests.

Bypassing some of the MA requirements (as suggested in strategy 2.11.b) might be another way to attract doctoral students, as well as eliminating bureaucratic hurdles in the graduate programs.

It is the great merit of the white paper to address these issues in a spirit of openness, experimentation, flexibility and leadership by the central administration. But please give us decentralized structures and especially relief from an overwhelming bureaucracy.

MICHAEL BODEMANN  
DEPARTMENT OF SOCIOLOGY

## COMMENTARY

# POLANYI HAS BEEN CONCERNED FOR YEARS

EARLIER THIS MONTH, UNIVERSITY Professor John Polanyi of the Department of Chemistry learned that the federal government will discontinue funding of the network of centre of excellence with which he is involved. His concerns were reported by the media but, as the record shows, he was not complaining simply because he was affected personally. Science policy has occupied Polanyi's mind for years.

In 1971 Polanyi told the federal Bonneau-Corry Commission to Study the Rationalization of University Research: "It is not by any means possible to import basic science [from other countries] free of charge. The cost of importing it is a vigorous scientific community capable of discerning the items of importance among nearly two million scientific papers published every year. There is only one way to maintain the ability to separate this highly

specialized wheat from the chaff — as both wheat and chaff alter their appearance subtly year by year — and that is to remain close to the forefront of research. Without the highly skilled personnel to comprehend it, the information is useless."

In 1991 he spoke at the Winnipeg Health Sciences Centre Foundation's first annual dinner: "We in Canada shall never foster excellence in science, nor in any other creative endeavour, except briefly and sporadically as a result of good fortune, unless we create an appropriate environment. The conditions must be sufficiently attractive to sustain a community committed to the highest level of achievement. Until now we have lacked the far-sightedness to create such conditions in this country. Happily we have instituted schemes at both the federal and provincial levels that acknowledge the need for excellence. But we do not yet plan

for it over the long term, nor allocate the resources to it."

In 1992 Polanyi wrote an article for Queen's Quarterly: "Many governments have learnt to tolerate the confusion of the marketplace where commerce is concerned. Nonetheless, they regularly rebel against the untidy operation of the marketplace for ideas, introducing scheme after scheme to avoid wasteful competition and to foster what are thought to be efficient team enterprises aimed at the collective solution of problems identified by the state. These are, of course, the very same slogans that have been discredited, following much anguish, in the commercial sector."

Last year Polanyi said in an interview with the Jesuit journal Compass: "The government has a certain amount of money that it devotes to scientific research, and it has to pick the people to whom it gives that money. It's always try-

ing to conserve its funds and pick people more ingeniously. Unfortunately it does so by replacing the genuine criterion of excellence — which is the ability to see where the growing points of the field are before anybody else does and then to exploit those growing points cheaply and quickly — with another criterion that says 'Let us pick those people who are doing research that is most likely to be of benefit, given the economic and social problems that Canada faces.'

"This sounds eminently reasonable until you start to try to implement it. Then you find that, where the growth of new ideas is concerned, the links with application, though undoubtedly real, are hard to trace.... In any case where it matters, the effect of a new idea is so manifold that you can't follow the causal links — much less predict them, which is the task the all-seeing administrators set for themselves."

# WATER COURSE

*Graduate student learns that flooding in the North involves more than water*

BY SUZANNE SOTO

EVERY SPRING AS THE WEATHER WARMS UP IN the North, ice on the large rivers starts to break. Thick chunks, the size of cars, block the rivers and act as dams, causing the discharge of spring run-off water to build up and flood communities in the area. Sometimes water pressure dislodges the stuck ice, inundating settlements with a surge of water.

Residents of flood-prone communities have historically adapted to these conditions, finding ways of dealing with the problem. Boats, for example, are kept tied to homes as spring breakup approaches, buildings are raised and families routinely relocate to drier land. However, recent social and cultural changes have left some northern communities less prepared to handle this hazard than they were 30 or 40 years ago.

The issue is of great interest to John Newton, a doctoral candidate in the Department of Geography. For the past four years he has studied how remote communities cope with flooding. A civil engineer and urban planner, he is completing his PhD dissertation under the supervision of Professor Joseph Whitney. In his thesis Newton proposes a new way of helping northerners handle community preparedness and, if necessary, evacuations resulting from devastating floods.

In contrast to residents of urban centres, who are served by emergency services, northerners usually rely on their own abilities and skills to deal with hazardous events and situations. There are emergency agencies in the North, says Newton, but residents themselves have to provide the initial response. During visits to the North in the 1980s and more recently, Newton learned that in some communities more than 50 percent of families whose members are below 50 years of age are headed by single women. This is a change from the traditional family model and he believes it may mean that some communities are less able to cope with flood hazards and will require substantial support from external agencies.

His perception of remote northern communities is that women have primary responsibility for children and for managing the household. "Males in the family tend to purchase and maintain the snowmobiles, boats, tents and other gear used for hunting, wood gathering and travel on the land," he says. Consequently without a male in the household many families have neither the skills nor the equipment to escape to dry land, which is the way families were able to survive in the 1950s and

1960s. Newton emphasizes, however, that his impressions are tentative and have not been confirmed by anthropological or sociological studies.

Newton first went north while working for Energy, Mines & Resources Canada in 1983. The job took him to Attawapiskat, a remote native community on the edge of James Bay, which he eventually chose to study as part of his graduate research. He also went to the Northwest Territories communities of Aklavik on the Mackenzie River and Fort Liard on the Liard River.

His aim was to better understand not only people's social interactions and relationships but also the communities' economic prospects, political environment and mechanisms to cope with stress.

As a second component to the research Newton says he had the unique opportunity, as a hazards researcher, to observe and experience floods in Aklavik and Fort Liard. He was able to record how residents actually prepared for and dealt with the hazard of flooding from day to day. Based on this work, he has developed a concept of evacuation called "people-sheds."

Everyone, Newton says, is familiar with the idea of watersheds, or how water drains from one location to another following natural paths and connections. People, like water, also have their own natural flows and connections and these should be taken into account when evacuations are called for. Some northerners prefer specific locations, perhaps for cultural or social reasons, and want to be evacuated to these places. Given this information, the task of providing facilities, supplies and support systems to evacuees could be made much simpler and more sensitive to their needs, Newton believes.

"Evacuations of aboriginal communities to non-aboriginal locations require a high degree of sensitivity and understanding," he says. "There are cultural differences, dietary needs, social interactions and a variety of other issues that must be taken into account."

Newton will soon have a chance to test his concept of people-sheds. Both the federal and provincial governments have commissioned him to carry out a pilot project to examine emergency evacuation procedures in a region of northern Ontario that encompasses 22

communities in the vicinity of Eabametoong and Geraldton. His main task is to help identify locations for emergency evacuation centres and to assist the communities in establishing evacuation policies and processes. The procedures will be based on where community members say they want to go and their expected needs when they get there.

With spring already here and the ice breakup season approaching, the results of Newton's pilot project may end up influencing government response to emergencies in northern communities. "There is a lot of concern right now because it has been a very cold winter," he says. Perhaps precautionary evacuations will be necessary, he says, but no one will have a clear picture until later in the spring.



JENNIFER HERBERT

With funding from Environment Canada, Indian & Northern Affairs Canada, the Canadian Environmental Assessment Research Council and other sources he set out to talk to native elders, young people, religious and community leaders, business owners and others about how they perceive, prepare for and endure flooding.

There were two parts to his research. In the first he asked over 100 northern residents about their experiences with floods. The survey included a prepared set of questions but, Newton says, he also welcomed storytelling and other forms of information gathering. He attended drumming and dancing events and spent hours with community members as they congregated along river banks to watch the spring waters rise.

## WINTER CLINICAL MASSAGE ASSOCIATES

P. Anne Winter, R.M.T., has been in practice for 11 years. She lectures to general and specific interest groups, and has been interviewed for *Chatelaine*, *Toronto Life* and *Discover*.

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to be held

**8:30 am - 1:00 pm May 6/1994**

**in the Hart House Music Room**

lunch buffet will be served  
12:00 noon - 1:00 pm

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For further information please call Ms. Susan Pilon,  
978-5585

# ECLECTIC COLLECTION

*Outerwear, footwear and hardware are some of the materials aspiring artists are showing this spring*

PHOTOS BY KEN EAKIN

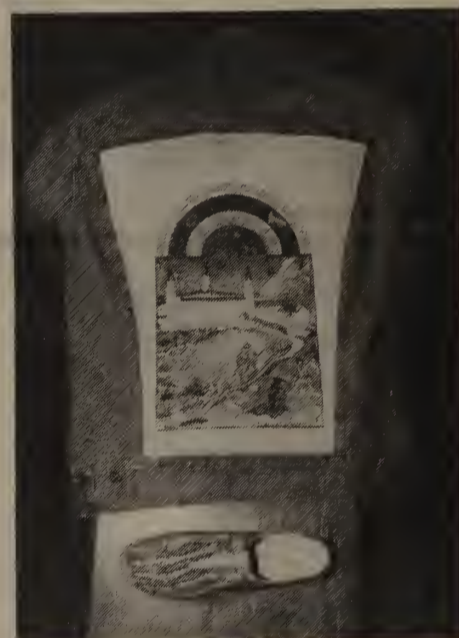
*Fleecy by Roger Carter  
Mixed media sculpture  
3" x 4 1/2"*



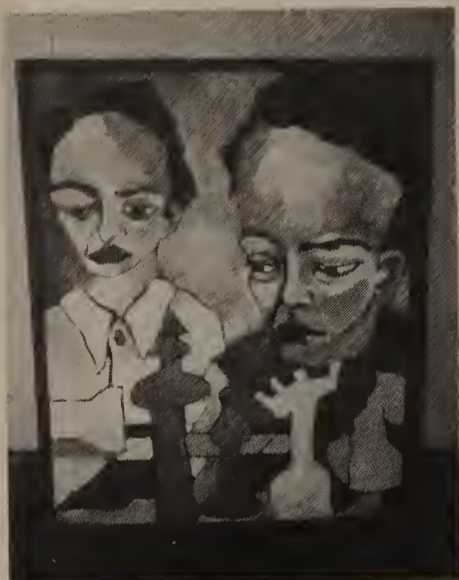
*Mermaid by Rima Macikunas  
Linoleum cut print  
8 1/2" x 15"*



*Made in Japan by Harley Nistrom  
Mixed media sculpture  
11" x 18 1/2"*

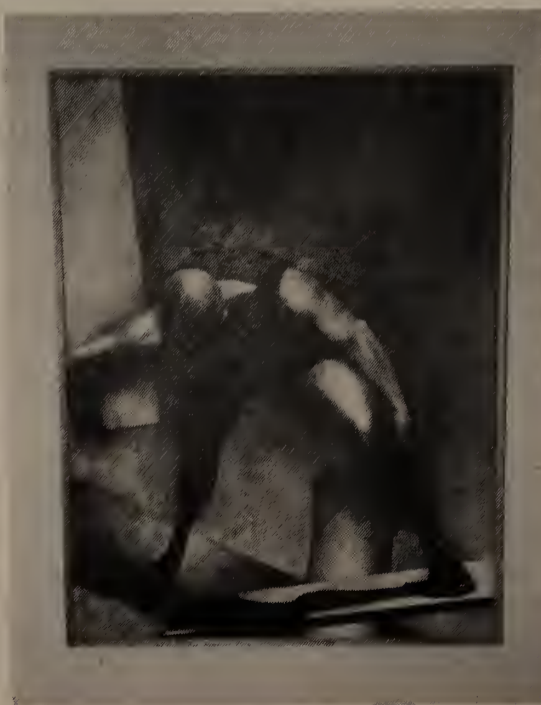


*Très Riches Jacket by April DeLaurier  
Oil on canvas on jacket, 2' x 2'  
Shoe, acrylic on canvas shoe*



*Un roi en passant by Claire Milne  
Acrylic on canvas  
30" x 24"*

ONE HUNDRED and sixty-five students and members of Hart House were inspired this year to submit works to the annual art competition. Some 20 entries were exhibited at the Justina M. Barnicke Art Gallery from March 10 to April 7. The Hart House Art Committee has selected those entrants who will be invited to mount individual shows at the Arbor Room throughout the year.



*Figure #4 by Edward Lebedev  
Acrylic on canvas  
41 1/2" x 53 1/2"*

# EVENTS



## LECTURES

### Molecular Characterization of the Microtubule-Based Motor Enzyme, Dynein.

MONDAY, APRIL 11

Dr. Michael Koonce, New York State Department of Health. 4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

### Franco-Ontarian Women: Double Minority.

MONDAY, APRIL 11

Prof. Monica Heller, Ontario Institute for Studies in Education; Popular Feminism lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. *Women's Studies in Education, OISE*

### The Politics of Anonymity: Speaking Out on the Chilly Climate.

TUESDAY, APRIL 12

Prof. Alison Wylie, University of Western Ontario. Room 936, 215 Huron St. 3 p.m. *Philosophy*

### The Renin-Angiotensin System Suppresses Alcohol Drinking: Basic Rat Research Suggests Potential Drug Treatments for Humans.

WEDNESDAY, APRIL 13

Prof. Larry Grupp, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

### Eunuchs in Assyria: The Status of Eunuchs in the Assyrian Army, Bureaucracy and Court.

WEDNESDAY, APRIL 13

Prof. Kirk Grayson, RIM project. Auditorium, Earth Sciences Building. 8 p.m. *Canadian Society for Mesopotamian Studies*

### Genetics of Diabetes Mellitus and Insulin Secretion.

TUESDAY, APRIL 19

Prof. Graeme I. Bell, University of Chicago; Archibald Byron Macallum lecture. Auditorium, Medical Sciences Building. 4 p.m. *Physiology*

### Insect Neurobiology: The Pesticide Connection.

TUESDAY, APRIL 19

Prof. Ian Orchard, Department of Zoology. 107 Ramsay Wright Zoological Laboratories. 4 p.m. *Sigma Xi, Scientific Research Society*

### Leading a Life.

THURSDAY, APRIL 21

Prof. Charles Taylor, McGill University. 140 University College. 2 p.m. *Philosophy*

### Ancient Symbol, Modern Design: 100 Years of Egyptomania.

FRIDAY, APRIL 15

Lyn Green, Brock University; mini-lecture series. 142 Earth Sciences Building. 6:30 p.m. *Society for the Study of Egyptian Antiquities*

### Post-Transcriptional Regulation of HIV-1 Gene Expression.

MONDAY, APRIL 25

Prof. Alan Cochrane, McGill University.

4279 Medical Sciences Building. 4 p.m. *Molecular & Medical Genetics*

## COLLOQUIA

### After the Family Wage: Gender Equity and the Welfare State.

THURSDAY, APRIL 14

Prof. Nancy Fraser, Northwestern University. 179 University College. 4 p.m. *Philosophy*

### Designing Active Sites for Molecular Recognition in a Catalytic Process.

FRIDAY, APRIL 15

Prof. B.M. Trost, Stanford University. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

### Synthetic, Structural and Kinetic Investigations of Organometallic Intercalation Reactions.

THURSDAY, APRIL 21

Prof. Dermott O'Hare, University of Oxford. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



## SEMINARS

### Bioethics through the Back Door: Insights into Infertility from a Narrative Methodology.

WEDNESDAY, APRIL 13

Prof. Laura Shanner, Department of Philosophy; Philosophical Perspectives on Bioethics series. Room 936, 215 Huron St. 4 to 5:30 p.m. *Bioethics and Philosophy*

### The Issue of Orthography in Ukraine and the Diaspora.

THURSDAY, APRIL 21

Prof. Iryna Koropenko, Kiev State University. Boardroom, Multicultural History Society of Ontario, 43 Queen's Park E. 3 to 5 p.m. *Ukrainian Studies*

### An International Perspective on the Geographical Analysis of Health Near Incinerators.

FRIDAY, APRIL 22

Tony Gatrell, Lancaster; Taylor/subterranean series. 2125 Sidney Smith Hall. 2:30 to 4 p.m. *Geography*



## MEETINGS & CONFERENCES

### Research 94

WEDNESDAY, APRIL 13

Keynote speaker: Prof. Dorothy Brooten, University of Pennsylvania, on Transitional Care: A Decade of Research. Other topics include Experience of Illness, Health Behaviours, Mothers Caring for Children, Nursing Interventions and Outcomes, Mental Health Nursing, Therapeutic Relationships, Methods and Measures and Nursing Practice Realities. Auditorium, Medical Sciences Building. 8:30 a.m. to 4 p.m. Registration fee: \$55, Students \$10. Information: 978-5627. *Nursing*

### Committee on Academic Policy & Programs

WEDNESDAY, APRIL 13

Council Chamber, Simcoe Hall. 4 p.m.

### Budget Committee

WEDNESDAY, APRIL 13

Council Chamber, Simcoe Hall. 5 p.m.

### Budget Committee

WEDNESDAY, APRIL 20

Council Chamber, Simcoe Hall. 5 p.m.



## MUSIC

### VICTORIA COLLEGE Trojan Women.

MONDAY, APRIL 11

A chamber opera in one act; music by Bruce Nicol, text of Euripides by Gwendolyn MacEwen. Victoria College Chapel. 8 p.m.

### ROYAL CONSERVATORY OF MUSIC RCM Chamber Choir.

MONDAY, APRIL 11

John Tuttle, conductor. Concert Hall. 8 p.m. Tickets \$4, students and seniors \$2.

### Opera Ensemble Workshop Concerts.

SATURDAY, APRIL 6 AND

MONDAY, APRIL 18

Brahm Goldhamer, director. Concert Hall. 8 p.m. Tickets \$4, students and seniors \$2.



## EXHIBITIONS

### SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE Oakville Parks & Open Space Competition.

TO APRIL 15

Winning and finalist design submissions from the 1993 two-stage design competition. The Gallery, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

### SCARBOROUGH COLLEGE Graduating Student Exhibition.

TO APRIL 22

Graduating student work. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

### ROBARTS LIBRARY Our Türkiye.

TO APRIL 30

Photographs taken by Middle East & Islamic Studies students while touring Turkey. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

### JUSTINA M. BARNICKE GALLERY HART HOUSE

APRIL 14 TO MAY 12

In Memoriam.

Joyce Ryckman, handmade paper installation. East Gallery.

### On the Word and the Book (corpus permixtum).

Fred McSherry, handmade paper installation. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

### THOMAS FISHER RARE BOOK LIBRARY

### The Telling Line: Image and Text in 20th-Century British Books.

APRIL 18 TO JULY 1

Illustrated books and original art. Hours: Monday to Friday, 9 a.m. to 5 p.m.



## MISCELLANY

### Inauguration of the Collaborative Program in Ethnic & Pluralism Studies.

TUESDAY, APRIL 15

Inaugural ceremony. Presenters: Provost Adel Sedra; Prof. Paul Gooch, School of Graduate Studies; Prof. Don Dewees, Faculty of Arts & Science; Prof. Marion Bogo, Faculty of Social Work; Prof. Dorothy Pringle, Faculty of Nursing; Henry Parada, master of social work candidate; and Prof. Wsevolod Isajiw, chair of the collaborative program committee. 1 p.m.

Panel presentations on Ethnic Studies in Canada: The Past and the Future. Presenters: Prof. Em. Jean Burnet, York University; Prof. Cornelius Jaenen, University of Ottawa; Prof. Frances Henry, York University; Prof. Vic Satzewich, University of Lethbridge; and Prof. Carmela Patrias, Brock University. 2 p.m.

Panel discussion: response to and comments on panel presentations. Discussants: Prof. Harold Troper, Ontario Institute for Studies in Education, and Prof. Jeffrey Reitz, Department of Sociology. 4:20 p.m.

### A Feminist View of Queer Studies.

MONDAY, APRIL 18

Prof. Jeanelle Savona, Department of French; lesbian and gay academic forum. 7th floor lounge, Claude T. Bissell Building, 140 St. George St. 7 to 10 p.m.

### From Anarchy to Zhirinovsky?

FRIDAY, APRIL 22

Richard Judy, Hudson Institute; special luncheon presentation. Upper Dining Room, Faculty Club. 12 noon. Tickets \$25. Registration and information: Matthew Sell, 978-7293. *International Studies*



## DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of April 25, for events taking place April 25 to May 9: MONDAY, APRIL 11.

Issue of May 9, for events taking place May 9 to 30: MONDAY, APRIL 25.

## SIGMUND SAMUEL LIBRARY AND SCIENCE & MEDICINE LIBRARY HOURS

Monday to Thursday  
8:30 a.m. to 11 p.m.  
Friday, 8:30 a.m. to 6 p.m.  
Saturday, 9 a.m. to 10 p.m.  
Sunday, 1 to 10 p.m.

## ROBARTS LIBRARY HOURS

Monday to Friday  
8:30 a.m. to midnight  
Saturday, 9 a.m. to 10 p.m.  
Sunday, 1 to 10 p.m.

## THOMAS FISHER RARE BOOK LIBRARY HOURS

Monday to Friday  
9 a.m. to 5 p.m.

## V.W. BLADEN LIBRARY SCARBOROUGH COLLEGE

Monday to Thursday,  
8:45 a.m. to midnight  
Friday, 8:45 a.m. to 5 p.m.  
Saturday, noon to 6 p.m.  
Sunday, 1 to 8 p.m.

## ERINDALE COLLEGE LIBRARY

Monday to Thursday,  
8:45 a.m. to 11 p.m.  
Friday, 8:45 a.m. to 5 p.m.  
Saturday, 10 a.m. to 5 p.m.  
Sunday, 1 to 9 p.m.

# Innis College Cafe

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# PIANO SALE

For the past several years the Music Faculty at the University of Toronto has had the benefit of using new KAWAI digital electronic pianos in conjunction with an electronic Music Lab system through an ongoing arrangement with KAWAI Canada Music Ltd. In May these pianos are available for purchase. The Faculty of Music at the University of Toronto needs your assistance to perpetuate this arrangement. The digital pianos used in the music lab will be offered to Faculty, Staff Students, and Alumni, at special "institutionally discounted" prices. All instruments will carry the normal "new" warranty offered by KAWAI. In addition the Faculty of Music is clearing used Grand and Upright pianos, including such brands as Steinway, Kawai, Heintzman, Mason & Risch, Yamaha and other renowned names. University faculty, staff, alumni and students will have the opportunity to purchase these pianos at greatly reduced prices prior to the sale to the general public on May 14th and 15th, 1994.

For information or to schedule an appointment please phone 1-416-236-8656 and you will be contacted regarding details.

Phone 1-416-236-8656

**-By Appointment-**

Thursday, May 12th, 9 A.M. to 9 P.M.

Friday, May 13th, 9 A.M. to 9 P.M.

**General Public:**

Saturday, May 14th, 9 A.M. to 6 P.M.

Sunday, May 15th Noon to 6 P.M.



**Edward Johnson Building**



# UNIVERSITY OF TORONTO ENVIRONMENTAL PROTECTION ADVISORY COMMITTEE

As part of the implementation plan of the recently approved University Environmental Protection Policy, an Environmental Protection Advisory Committee is being convened, to consist of representatives of the administrative staff, academic staff and student groups, and to be chaired by a member of the academic staff. The Committee will provide advice to the Assistant Vice-President, Operations & Services, on programs to meet the environmental protection objectives. Members of the Committee will be made known to the community to ensure that new and existing initiatives are brought forward for consideration.

**NOMINATIONS ARE REQUIRED AS FOLLOWS:**

**3-5 members of the teaching staff**

**3-5 members of administrative or unionized staff**

**4-6 students**

Please forward nominations by April 15, 1994 to Janice Oliver, Assistant Vice-President, Operations & Services, Room 216, Simcoe Hall.



# Annual General Meeting

The annual meeting of the  
University of Toronto Faculty Association  
will be held on

**Thursday, April 14, 1994,**  
**from 4:00 to 6:00 p.m.**

in the auditorium, room 2158,  
of the Medical Sciences Building at  
1 King's College Circle

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University of Illinois  
at Chicago

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David Novak  
Edgar M. Bronfman Professor  
of Modern Judaic Studies  
University of Virginia

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A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

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**Sabbatical rental available** mid-August (or January 1995) to mid-August 1995. Bloor/Bathurst. One-bedroom, 15 minutes to U of T, 3 minutes from subway. Quiet, deck, wood floors, furnished or unfurnished. \$850 inclusive. (416) 588-2159.

**Charming house, garden, very quiet.** North Toronto, 4 bedrooms. \$1,000 per month for May, June, July — possibly longer. Newly decorated, deck-patio. Fenced yard, green belt, lovely. 445-6503.

**Ideal sabbatical visitor.** Spacious two-bedroom, two-bathroom en suite condominium. Fully furnished. 6 appliances; air condition; balcony; swimming pool; parking. Super central location. Subway 10 mins. from U of T. Opposite park; TTC; shops. \$1,500 inclusive. 787-8464.

**Beach area house for rent.** Detached, fully furnished, 3 bedrooms, fireplace, deck, garden, newly renovated kitchen, garage, close to primary school, 5-minute walk to street-car, 5-minute drive to subway. Non-smokers. \$1,200/month + utilities. Available from August 1994, for 1 year. 691-1670 (evenings), 287-7397 (days).

**House for rent.** 4 bedrooms, 3 bathrooms, detached, with basement apartment. Fully renovated & furnished. Walk out to deck and garden. Extras include TVs, stereo, micro, Jacuzzi. 30 minutes TTC to U of T. Near beach, rec centre. Seeking professional family. Price negotiable. 463-6993.

**Sabbatical leave.** Fully furnished house ideal for visiting professor/family available from June 1994 — July 1995. Two-storey, 3-bedroom; quiet street; modern kitchen, six appliances; French doors to dining-room; fenced yard; garden; large deck; garage; steps from bus, subway and GO train; close to schools and shopping; two blocks from lake at Royal York and Lakeshore. \$1,200/month + utilities. Call 978-1910 or 480-4818 (days); 503-8318 (evenings).

**Sabbatical house.** Furnished two-bedroom, newly renovated, finished large basement with washroom. One large washroom upstairs, walk-out to deck and garden, eat-in kitchen, washer, dryer, microwave, dishwasher. Parking. Minutes to High Park, shopping, schools, TTC, swimming pool, skating rink. Starting approximately July 15, 1994 to August 1995 or later. \$1,600 inclusive. 763-6246.

**Townhouse for rent — Cabbagetown** (2 miles from U of T). 3 bedrooms — 2 bathrooms — garage. Available August 1 (flexible) for 1-2 years. \$1,000 per month (\$1,200 furnished) + utilities. 861-9125 (h), 448-3733 (w).

**Bright 1½ bedroom carpeted 2nd floor house apartment** May 1, lease unfurnished or May 1 — Sept. 1, furnished sublet. No pets. Non-smokers. Near Bathurst/Dupont. \$725 inclusive. 534-2550.

**Summer rental, St. Clair/Bathurst,** furnished 4-bedroom detached house. Quiet street, deck, garden, close to parks, TTC.

\$1,300/month inclusive. 653-3276 after 8:00 p.m.

**Sublet huge, furnished, renovated,** 3-bedroom duplex, 2 bathrooms, laundry, garden, parking. Close to subway, schools, shopping, library, U of T & park. Non-smokers, no pets. \$1,400/month + utilities. Available June 1 for one year. 534-8252.

**Sabbatical rental.** Small but very comfortable furnished two-bedroom bungalow in Etobicoke for 1994-95 academic year (10-12 months). Five minutes by bus to Old Mill subway station. Central air conditioning, piano, recently renovated. Non-smokers, no pets. \$1,100 plus utilities. 239-2651 evenings.

**High Park.** 1-bedroom apartment until September 30. Furnished, all amenities (phone, cable TV, balcony, TTC at door, etc.) \$690 monthly (all included). Tel. 604-7410.

**Jane/Bloor.** Two floors available in this newly renovated clean home. 2½ bedrooms; small bedroom may be used as den or office. Laundry, backyard, central air. No smokers, no pets. Quiet person please. \$800/month, utilities included. 767-5654.

**Avenue Road/Davenport.** Upper, immaculate, very private, 1½ bedroom apartment plus 14x14 balcony, parking and laundry facilities. Appliances also include dishwasher. Non-smokers preferred, references. \$850/month plus utilities. Available immediately. (416) 652-3697.

**July-December sabbatical rental.** Elegantly furnished, 1,500 sq. ft., 2-bedroom, 2-bath apartment on 16th floor of modern highrise. Immaculate condition. Walk 5 minutes to subway, 20 minutes to University. Ideal for couple with no children or single professional. \$1,200/month. Phone 978-5512 or 971-9268.

**Executive condo for rent.** 1-bedroom, furnished. Excellent location to University (5-minute walk), Bay & St. Joseph. Recreational facilities: gym, sauna, pool, whirlpool, table tennis. Parking available. Very reasonable. Contact Margaret, day: 591-5547; evening: 848-0635.

**Elegant Victorian one-bedroom** to let September '94 through May '95. Working fireplace — private garden — laundry facilities. Quiet neighbourhood within walking distance of U of T & Queen St. W. \$1,000/month. Call 340-1031 weekdays: 9am-5pm.

**Large, modern, 5-bedroom home** on quiet street close to Royal York subway and excellent schools. Available furnished or unfurnished starting approximately August 1 for approximately 1 year. For details call 237-1699.

**Spend summer in charming Cabbagetown.** Responsible person wanted to sublet small furnished apartment in heart of city near Riverdale Farm. June 1 — September 30. \$550 monthly. Discount for cat-sitting. L. McIntyre, 595-0404(B); 921-2409(H).

**Annex short- or long-term apartment.** One-bedroom, fully equipped, furnished, dishes, linens, etc. Immaculate, quiet, smoke- and pet-free, parking, walk to U of T. \$300 per week. Available June 8. Phone (416) 967-6474.

**Bathurst/Bloor (Annex).** \$590 per month (inclusive). May 1. Renovated one-bedroom, main floor of house, separate entrance, hardwood floors, steps to TTC. Non-

smoker, quiet, no pets. References. Call 588-6880.

**Bloor/Dovercourt.** Fully furnished, clean, 1-bedroom, living-room, spacious kitchen, sun-room/study. 5 appliances, parking for 1 car. Access to backyard. \$1,000 (includes everything except phone bills). Available May 15 — September 15, 1994. (416) 516-2956.

## ACCOMMODATION RENTALS REQUIRED

**For June 1.** Detached home in rural setting. Modernized, heritage type preferred. Northeast area above Metro. Garden/trees. Fireplace. Prefer two-year lease. Call (905) 477-7082.

**June 1994 — July 1995.** Physician and wife seeking 2-bedroom or larger apartment/house within short subway ride to University. Prefer full-service building. Parking. Will be in Toronto April 21, 1994. (718) 698-6966.

**Professional couple from Vancouver** relocated temporarily to Toronto require executive accommodation rental from June 1 to October 30, 1994. 2-4 bedroom house, preferably furnished. Non-smokers and have no pets. 693-8824 or fax 693-8854.

**Going away this spring/summer?** Responsible, clean, non-smoking female seeks long-term house-sit. Will look after plants, pets, bills, etc. Excellent references available. Call Lynn Kovacs at 484-1553 (days).

## ACCOMMODATION SHARED

**Danforth and Broadview.** Fully renovated house to share. Ideal for visiting professor or doctoral student. TTC 15 minutes to U of T. Entire third floor: 2 furnished rooms, skylights, minibar, air cond., \$500. Also 9x12 furnished bedroom/office with private deck over backyard, \$350. All appliances, fireplace, yard. Street parking. Non-smoking, pet-free, organized, quiet. Includes maid/utilities. Call Ken Shepard, Ph.D. 463-0423.

**St. Clair/Spadina.** 1,200 sq. ft. apartment in low-rise building. Completely furnished, wonderful condition. Seeking mature, quiet female to share with same. Non-smoker preferred. Walk to subway. Nice backyard. 1 block to shopping. Available April 25/94 for 6 months. Move-in date negotiable. \$550/month, utilities included. 486-3778.

## ACCOMMODATION OVERSEAS

**London House, London England.** Spring/summer accommodation in University of Guelph's London House. Rooms or flats, full housekeeping privileges. Minimum four nights — reasonable rates. Smoke-free environment. Ideal for academic/tourist travellers. Inquiries: Ph. (519) 856-4412, fax (519) 856-4087.

**London, England:** 2-bedroom apartment in pleasant area of N. London to rent April 1994. Fully furnished, modern kitchen, gas central heating, appliances and washing machine. 25 minutes to U of London. Ideal for sabbatical year. Contact J. Calvert, 2576 Pandora St., Vancouver, B.C. V5K 1V8. Tel. (604) 255-6601.

**London.** Bright, quiet, central, 2-bedroom apartment, 5 minutes' walk from British

Museum or University of London library, available August/September 1994 to December 1994 or June 1995. \$1,600 p.m. + utilities. Phone Prof. Jackson, 585-4457 or 929-0538.

**Brittany, 17C. manoir.** Beautiful, secluded, 20 min. beaches, 5 min. town. Main: 3-bedrooms, dining-room, music room, 2 bathrooms. Wing: self-contained apartment. Photos available. Summer \$5,000/month (two-week minimum). Also sabbatical. (416) 694-9295.

**Paris-Montmartre.** Beautiful, spacious, two-bedroom, furnished apartment (six major appliances). Luxury bathroom. Sunny, quiet, newly renovated. Large garden, digicode, excellent shopping/transportation (25 minutes from Louvre). No pets, smoking. \$2,000 monthly (May-August). 978-4882.

**Latin Quartier Paris** (near Sorbonne). Bright, comfortable apartment: 1-bedroom + study and large living, modern kitchen and bath. Fully equipped. \$1,500 + utilities. (One year or less — available September 1, 1994). Tel: (416) 466-0078 or between April 7 and April 30 (416) 978-8449.

## BED & BREAKFAST

**In the Annex,** within walking distance of the U of T, is an immaculate English-style home. We are smoke- and pet-free. We cater to diets. We have parking. \$65 single, \$80 double (no taxes). (416) 967-6474.

## VACATION / LEISURE

**Rent last week June to September 30,** century fieldstone farmhouse, fully furnished and equipped. Near Orangeville. Four bedrooms. 100 hilly acres, swamp and streams. \$1,000 per month + utilities. Michael Joy, 978-6538.

**Cottage on Lake Muskoka** (2¼ from Toronto) available July-Sept. All amenities, gas BBQ, dock, canoe. Suitable for small family with older children. \$700/week or \$2,400/month. 783-2680 after 6:00 p.m.

**Breathtakingly beautiful retreat.** Relax and watch the ships roll past this very large and private summer home overlooking islands in the St. Lawrence River near Brockville. Available to rent during June, August and September. \$625/week. Includes hydro, power boat, boathouse and tennis court. (416) 203-3061.

**Royal Viking in the Spring.** Cruise through Cape Cod Canal, enjoy lobsters in Boston, stroll along cobbled streets in Quebec City. From US \$1,655 p.p. double. Call: Winnie Lee, Margarita Orszag, 921-6644. The Travel Office Inc. Ont. #02883567.

**Cottage for rent.** Spacious single cottage near Tobermory, Bruce Peninsula, lake-front, private, three bedroom, knotty pine interior, fireplace, hot water. \$440 per week. Available June, July, August. Call Iris Hamilton, 978-4676 days, 966-8558 evenings.

## WORD PROCESSING

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## MISCELLANY

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**ACCENT NEED ADJUSTMENT?** Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

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**Psychologist providing individual,** group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

**Victoria B.C. Real Estate.** Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

**Stress, depression, relationship problems.** Experienced counselling for individuals and couples. Excellent coverage through U of T extended health benefits. Dr. Gale Bildfell, Registered Psychologist, 114 Maitland Street (near Wellesley and Jarvis). 972-6789.

**SEEKING POSITION:** "A" student, reads French, German & Latin, entering grad school in Medieval History next September, seeks to work for professor this summer researching, indexing, compiling, etc. Gordon Coleman, 978-2517.

**VOLUNTEERS NEEDED — REMUNERATION PROVIDED.** Men aged 50-70 are needed for a one-day cholesterol study. If you are healthy or if you have diabetes not treated with insulin and wish further information call 340-3108.

**We know an excellent nanny** seeking full-time employment. References available. Please call Don or Nancy, evenings 922-7524.

**SHOWTIME MUSIC THEATRE DAYCAMP** for kids 5-15 (our seventh exciting summer!); close to campus; 1 & 2 week sessions, June 20 — August 25. Info: JoAnne, 536-3371.

**FINE HOME REPAIR** and improvement. A versatile craftsman (and graduate) recommended within U of T faculty. Bob Hillier. New phone 285-0317.

**Wanted:** Used UV Spectrophotometer, water distiller, pH meter, hot stirplate, ELISA reader, centrifuge, etc. Call Sandy at 978-5482.

**TWINS.** If you are a twin, or know of one, I would like to hear from you for a project on brain development and behaviour. Time commitment: half an hour filling out a questionnaire. Please send name, telephone number, age and sex of twins to: Bonnie Kaplan, Alberta Children's Hospital, 1820 Richmond Rd. SW, Calgary, Alberta T2T 5C7 or fax to: (403) 229-7221.

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Texas Graduate School of International Management  
1400 Ocean Drive #702A Corpus Christi, TX 78404  
Phone/Fax (512)888-8885

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UNIVERSITY  
OF TORONTO  
LIBRARY



## Carrel Office

ROBERTS LIBRARY

### New Assignments and Renewals of Carrels and Book Lockers in the Roberts Library Summer Session 1993/94

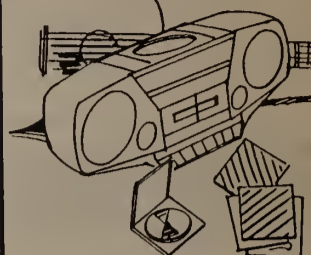
Applications for carrels and book lockers for faculty members and graduate students (Division 1 & 2) for the Fall Session will be accepted April 11 to April 29. Application forms and information sheets are available at the Loan Services Desk, 1st floor and Patron Services Desk, 4th Floor, Roberts Library.

As in the past, assignments for graduate students will be made on the basis of priorities which have been decided by the School of Graduate Studies in consultation with the Library.

Assignments are expected to begin on May 10, 1994.

For further information, ask at the Carrel Office, 4th floor, Roberts Library or telephone 978-2305.

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## GOVERNING COUNCIL



### CALL FOR NOMINATIONS

Students, Staff and Alumni

### Co-opted Members for Boards and Committees

Nominations are now open for the following co-opted (non-Governing Council) membership on the Academic Board:

- Students (approximate distribution)
- 4 full-time undergraduates - Arts and Science
  - 2 full-time undergraduates - professional faculties
  - 3 part-time undergraduates
  - 3 graduate students
- Administrative Staff - 2 seats  
Alumni - 1 seat

In addition, there may be a *limited* number of seats available for teaching staff, administrative staff, students and alumni on the following boards and committee:

- Business Board
- University Affairs Board
- Committee for Honorary Degrees

Persons may be nominated or they may present themselves as candidates. Nomination letters should indicate the board(s) or committee for which the candidate is to be considered and should be accompanied by a short biographical statement.

**Student applicants for the Academic Board** must submit a brief "campaign" statement (maximum 100 words). Student nominations should include student number, faculty or college, year and a June address. Candidates for the Academic Board should indicate whether they have an interest in serving on one of the committees of the Board.

Please send nominations to:

Deadline for nominations:

Ms Susan Girard  
Governing Council  
Room 106 Simcoe Hall  
University of Toronto  
978-8428

Friday, April 29th, 1994



## SGS Council ELECTIONS

Ballots were mailed during the week of April 4 to eligible graduate faculty members and graduate students in the Life Sciences.

Three graduate faculty members and three graduate student members from the Life Sciences will be elected to SGS Council.

If you have not received your ballot, phone 978-2385.

**Return your ballot**  
to the School of Graduate Studies  
by Friday, April 22, 1994, at noon

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# RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

**MEDICINE & LIFE SCIENCES**  
MEDICAL RESEARCH COUNCIL  
MRC has announced that stipend rates will not be increased for 1994-95. In addition MRC has imposed a freeze on scale for all other awards. The established scale (1992-93 guidebook) remains valid for new applicants but there will be no increase on scale due to upgrade in number of years' experience for existing awardees.

**PHYSICAL SCIENCES & ENGINEERING**  
NATURAL SCIENCES & ENGINEERING RESEARCH COUNCIL OF CANADA  
The Canadian Space Agency and NSERC have established a new research partnership. The intent is to foster the development of space technology in Canada by encouraging research funding from the private sector, collaborative research between research organizations and the training of skilled personnel in key areas of space technology development. Under the terms of the program, CSA and NSERC may each match industrial cash contributions made towards research projects that address the research priorities of the program. The funds from all sources, up to a maximum of \$150,000 per annum, are intended for university research support, largely for post-graduate student and post-doctoral fellow stipends. A description of the program and its priorities together with instructions on how to apply are available at UTRS. Deadline is June 1.  
Collaborative project grants form 191: on page four of the application (budget section), it indicates at the bottom that total funding consists of adding A, B and C. This is an error — D (support expected from other sources) should be added in as well.

UPCOMING DEADLINES  
APRIL 15

J.P. Bickell Foundation — research grants (at UTRS)  
James H. Cummings Foundation — research support (at UTRS)  
Easter Seal Research Institute — fellowships, project grants, training grants  
Miles/Canadian Red Cross Society — research grants (invited)  
NSERC — strategic grants  
Wildlife Toxicology Fund — research grants  
APRIL 29  
NRC — women in engineering and science program  
APRIL 30  
Foreign Affairs & International Trade Canada — cooperative security competition program  
March of Dimes Birth Defects Foundation — social and behavioural sciences research grants (letter of intent)  
Multiculturalism & Citizenship Canada — Canadian ethnic studies program  
Roeher Institute — major research grants, graduate students research grants, research grants  
MAY 1  
National Institute for Chiropractic Research — research grants  
National Institutes of Health (US) — AIDS research grants  
Sandoz Foundation for Gerontological Research — research grants  
Whitaker Foundation — preliminary proposal  
MAY 2  
NSERC — collaborative project grants  
SSHRC — strengthening of specialized research collections  
MAY 15  
Canadian Liver Foundation — bridging operating grants  
MAY 31  
March of Dimes (US) — reproductive hazards or clinical research grants (letter of intent)

# PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

THURSDAY, APRIL 14  
Julia Alexandra Knight,  
Department of Community Health, "Occupational Risk Factors for Testicular Cancer in Ontario." Prof. L.D. Marrett

Patricia Joan Probert,  
Department of Education, "Determination of Structure through Semantic Analysis in a Hypertextual Environment." Prof. P. Nagy

FRIDAY, APRIL 15  
David Robert Copeland,  
Department of English, "Transforming Genre in the Novels of Henry Green." Prof. E.W. Domville.

Beth Ann Fischer,  
Department of Political Science, "The Reagan Reversal: America's Soviet Policy, 1981-85." Prof. J.E. Smith.

Theodore Emmanuel Irwin,  
Department of Geography, "Development of a Blanket Bog at St. Shotts, Newfoundland." Prof. A.M. Davis.

Noreen Wilson Jacka,  
Department of Education, "The Transition from Training to Teaching: Case Study of a First-Year Teacher." Prof. E.S. Hickcox.

Gary Man-Hay Leung,  
Department of Electrical & Computer Engineering, "Bilateral

Control of Teleoperators: Time Delay and Nonlinear Robustness Issues." Prof. B.A. Francis.

Wilfred George Lockett, Institute for the History & Philosophy of Science & Technology, "Jacob Leupold and the Theatrum Mechinarum." Profs. B.S. Hall and J. Langins.

MONDAY, APRIL 18  
Andrea Claire Bodnar,  
Department of Mathematics, "Low Reynolds Number Particle-Fluid Interactions." Prof. K.B. Ranger.

Loretta Dolores Furlong,  
Department of Education, "A Song of Love: A Narrative Inquiry into Caring in Teaching-Learning Relations." Prof. F.M. Connelly.

Momo Podolsky, Department of Sociology, "Kaigai-Shijo Socialization: A Study of Children of Japanese Temporary Residents in Toronto, Canada." Prof. W.W. Isajiw.

TUESDAY, APRIL 19  
John Henry Adames, Department of English, "The Modern Sonnet Sequence." Prof. S.P. Zitner.

Paula MacKinnon,  
Department of Geology, "Deformation of Straight Gneisses: Rheological Modelling and Petrographic Analysis." Prof. P.-Y.F. Robin.

THURSDAY, APRIL 21  
Michael Thomas Barrett,  
Department of Molecular & Medical Genetics, "Gene Amplification of Asparagine Synthetase in Albinzzin-Resistant CHO Cells." Prof. I.L. Andrusis.

FRIDAY, APRIL 22  
Stephen Ernest Court,  
Department of Education, "Behind Two Fronts: The Mission of Power and the Power of Mission." Prof. J. Davis.

Anita Louise Press, Centre for Study of Drama, "Sadler's Wells Theatre under Charles Dibdin the Younger from 1800 to 1819." Prof. L.-L. Marker.

MONDAY, APRIL 25  
Sebastian Esteban Ferrando,  
Department of Mathematics, "Moving Convergence for Superadditive Processes and Hilbert Transform." Prof. M.A. Akcoglu.

David Ian Galbraith, Department of English, "The Imitation Zone: England and Rome in Spenser, Daniel and Drayton." Prof. W.F. Blissett.

Matthew Wilks Keefer,  
Department of Education, "Gilligan's Moral Orientation Hypothesis: Strategies of Justification and Deliberation." Prof. D.R. Olson.

# COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

## SEARCH

**DIRECTOR, CENTRE FOR COMPARATIVE LITERATURE**  
A search committee has been established to recommend a director for the Centre for Comparative Literature. Members are: Professor J.D. Baird, associate dean, Division I, School of Graduate Studies (chair); Professors C.J. Barnes, Department of Slavic Languages & Literatures; L.A. Hutcheon, O.J. Miller and Brian Stock, Centre for Comparative Literature; E.I. Robbins, Department of Classics; Sam Solecki, associate dean, humanities, Faculty of Arts & Science; and J.R. Webster, Centre for Medieval Studies; and Janet Berketa (secretary).  
The committee will be pleased to receive nominations from interested members of the University community until April 25. These should be submitted to Professor John D. Baird at the School of Graduate Studies, 65 St. George St.

**DIRECTOR, CENTRE FOR INTERNATIONAL STUDIES**  
A search committee has been established to recommend a director for the Centre for International Studies. Members are: Professor John Britton, associate dean, Division II, School of Graduate Studies (chair); Professors Al Berry, Department of Economics; Michael Donnelly, associate dean, social sciences, Faculty of Arts & Science; Morley Gunderson, Centre for Industrial Relations; John

Simpson, Department of Sociology; Janice Stein, Department of Political Science; Michael Trebilcock, Faculty of Law; and Wesley Wark, Department of History; and Mayo Moran, graduate student, Faculty of Law; and Anne Rose, School of Graduate Studies (secretary).  
The committee will be pleased to receive comments or submissions from interested persons until April 18. These should be submitted to Professor John Britton at the School of Graduate Studies, 65 St. George St.

**DIRECTOR, CENTRE FOR RUSSIAN & EAST EUROPEAN STUDIES**  
A search committee has been established to recommend a director for the Centre for Russian & East European Studies. Members are: Professor Paul W. Gooch, vice-dean, School of Graduate Studies (chair); Professors John Beattie, Department of History; Beth Fischer, Department of Political Science; Rosemary Gartner, Department of Sociology; Frank Griffiths, Department of Political Science; Louis Iribarne, Department of Slavic Languages & Literatures; Don Moggridge, Department of Economics; Peter Nesselroth, director, Centre for Comparative Literature; and Ron Pruessen, Department of History.  
The committee will be pleased to receive comments or submissions from interested persons until April 18. These should be directed to Professor Paul W. Gooch at the School for Graduate Studies, 65 St. George St.

**DIRECTOR, INSTITUTE FOR ENVIRONMENTAL STUDIES**  
A search committee has been established to recommend a director for the Institute of Environmental Studies. Members are: Professor M. Jane Phillips, associate dean, Division III, School of Graduate Studies (chair); Professors Carl Amrhein, Department of Geography; Donald Dewes, vice-dean, Faculty of Arts & Science; Harold Harvey, Department of Zoology; Robert Jefferies, Department of Botany; Ulrich Krull, Department of Chemistry; and Richard Stren, Centre for Urban & Community Studies; and Bruce Elrick, graduate student, Department of Physics; and Bernadette Lonergan, School of Graduate Studies (secretary).  
The committee will be pleased to receive nominations from interest persons until May 2. These should be submitted to Bernadette Lonergan at the School of Graduate Studies, 65 St. George St.

**DIRECTOR, CENTRE FOR MEDIEVAL STUDIES**  
A committee has been established to recommend a director for the Centre of Medieval Studies. Members are: Professor John D. Baird, associate dean, Division I, School of Graduate Studies (chair); Professors Sam Solecki, associate dean, humanities, Faculty of Arts & Science; T.M. Levere, Institute for the History & Philosophy of Science & Technology; Andrew Oliver, Department of French; Wolfgang

Hempel, Department of Germanic Languages & Literatures; David Klausner, Ruth Harvey and James K. Farge, Centre for Medieval Studies; and Janet Elliott, graduate student, Department of Mechanical Engineering; and Nancy Gottschalk, School of Graduate Studies (secretary).  
The committee will be pleased to receive nominations from interested persons of the University community until April 25. These should be submitted to Professor John D. Baird at the School of Graduate Studies, 65 St. George St.

**REVIEW**  
TASK FORCE ON THE ELECTRONIC LIBRARY SYSTEM  
Planning for 2000 sets forth a number of important objectives having to do with library resources. It recognizes that the U of T Library has the opportunity "to take advantage of advances in information technology in order to make the leap to becoming one of the leading suppliers, on an international scale, of information through electronic networks." It is expected that by 2000 over 25 percent of six million items circulated will be to individual workstations and over 60 percent of inquiries will be from workstations outside the library. In order to meet these expectations a task force on the electronic library system has been established.

**Terms of reference**  
1. To define the infrastructure required to support and deliver full-text and multi-media library materials to the individual workstation, whether on-campus or off-campus.  
2. To recommend an action plan to put the required system in place to support teaching and research to the year 2000.

**Membership**  
Carole Moore, chief librarian (chair); Alvan Bregman, assistant vice-provost (arts and science); Peter Clinton, director, information technology, U of T Library; Linda Corman, librarian, Trinity College; Professor John Kirkness, provost's adviser on undergraduate education; Daniel Lang, assistant vice-provost (planning) and University registrar; Professor Brian Merrilees, Department of French; Marla Miller, librarian, Scarborough College; Professor David Nowlan, Department of Economics; Anna Pezacki, director, instructional and research computing, UTCC; Anne Rae, librarian, Faculty of Law; David Sadleir, vice-president (computing and communications); Professor Ken Sevcik, Department of Computer Science; Judy Snow, librarian, Erindale College; and Professor Lawrence Spero, Department of Pharmacology.  
Written submissions would be welcome from all members of the University community and should be sent before April 30 to Carole Moore, chief librarian, 130 St. George St.

## GATHERING EVIDENCE

*The 1993 student survey was not the first nor will it be the last study of its kind*

BY JOHN KIRKNESS

PLANNING FOR 2000, THE PROVOST'S WHITE PAPER ON University objectives, says the first step in developing a plan is the assembly of as complete and accurate a set of data as possible on all activities in a unit.

Within a few weeks, the provost intends to publish a complement to the white paper, which will make specific suggestions about performance indicators relevant for University of Toronto planning and reporting purposes. At its meeting on March 31, Governing Council considered the University's response to the Broadhurst report on university accountability in Ontario, a review prompted by "public scepticism about the universities' ability to account for their actions and policies." In approving the response, governors said they wished to consider performance indicators later in the session in light of the provost's suggestions. One governor noted the absence, in his view, of specific references in the current report to teaching quality and student satisfaction.

It is clear that internal and external interests in institutional data on a broad array of topics are growing and converging.

A persistent theme in external debates about accountability is the call to understand student experiences and aspirations on entry and their academic accomplishments and personal satisfaction on leaving. In 1991-92, members of the provost's Advisory Committee on the Undergraduate Student Experience recommended that the University conduct a comprehensive survey of its entering students, in order to improve our understanding of their background experiences and their academic preferences.

That eventually led to a survey conducted in September 1993, when 3,836 incoming students in all direct-entry faculties responded to 50 questions. Some questions were simple, most were complex, asking respondents, for example, to select a career choice for themselves and their parents from a 50-item listing. The total response rate (60 percent) conceals important variations in divisional rates. They are caused in large measure by the different ways the colleges and faculties included the questionnaire in their orientation programs.

Thus Trinity (with 232 respondents) and nursing (70) reported 90 percent return rates; University College (696) and rehabilitation medicine (108) reported 80 percent; other divisions, including St. Michael's (518), Victoria (476) and engineering (402), ranged from 58 percent to 64 percent. Among the larger divisions with more than 100 respondents, between 38 percent and 48 percent of incoming students completed the survey. In some cases, the samples are representative, in others less so. In spite of such deficiencies, the patterns in the responses deserve attention, both for their description of one component of the undergraduate student body and for their invitation to further analysis.

In recent weeks, University of Toronto media have carried stories on the survey, all based in varying degrees on the only report that has been released. It deals with issues that are likely to have an effect on the quality of student writing. The media reports have discussed the fact that we now know half our incoming students speak English as their first language, the mid-point in a range bounded by Victoria, where two in three, and by engineering, where one in three so report.

A comparison helps place these proportions in context. In institutions such as Brock, Calgary and Guelph, which also participated in the 1993 survey, between 85 percent and 90 percent of the incoming class is composed of first-language English speakers.

Our distinctiveness here is emphasized in another finding concerning the extent of use of languages other than English at home. At this university, one student in three speaks only English in that setting; Erindale and Innis report the highest rates (around 45 percent), St. Michael's and engineering the lowest (25 percent). Comparison is again instructive. When the answers to "frequently use a language other than English" are tabulated, they reveal an average of 49 percent, distinctively

different from the 7 to 15 percent range reported by the three Canadian universities just mentioned. Furthermore, the overall average in US colleges and universities is eight percent, based on 220,000 responses to the same questions by students from 427 institutions of higher education.

THE WHITE PAPER MAKES SEVERAL REFERENCES TO THE need "to recruit and support outstanding students," noting particularly groups traditionally under-represented in the undergraduate student population. In terms of diversity as widely understood, U of T reports high numbers, but what do we know about the quality of our students, as indicated by their high school grades and their academic aspirations?

In deciding to go to university, a majority of our respondents rated as "very important" these five reasons (of 11 presented), in descending order of importance:

- to be able to get a better job (80 percent)
- to learn more about things that interest me (79 percent)
- to gain a general education (73 percent)
- to prepare for grad/professional school (69 percent)
- to be able to make more money (57 percent).

University overall, and for Trinity and engineering as representative of the colleges and the professional faculties, refer to those students rating themselves in "the highest 10 percent."

| Trait                        | U of T |       | Trinity |    | Engineering |    |
|------------------------------|--------|-------|---------|----|-------------|----|
|                              | Men    | Women | M       | W  | M           | W  |
| Academic ability             | 26     | 12    | 55      | 35 | 33          | 20 |
| Mathematical ability         | 26     | 9     | 38      | 13 | 39          | 19 |
| Writing ability              | 11     | 9     | 20      | 10 | 9           | 4  |
| Intellectual self-confidence | 22     | 9     | 37      | 15 | 22          | 1  |
| Drive to achieve             | 24     | 19    | 42      | 24 | 22          | 16 |

These numbers are eloquent — they speak a language whose meanings will vary according to interpreter and circumstance.

SOME PRELIMINARY CONCLUSIONS CAN BE DRAWN FROM OUR survey of nearly 4,000 entering students:

- Variations in response rates by division make *institutional* totals — which may be helpful for accountability reports — of less practical use than *local* data, which are in most cases sufficiently representative to provide reliable guides to program planning initiatives. If repeated, such surveys will reveal both trends and, eventually, impacts, as innovations take hold; they can indicate directions rather than direct budget allocations.

- We also need to conduct comparative analyses across the wide range of responses in order to establish the best context for developing programs to address such general education issues as literacy and numeracy.

- The complex diversity of the incoming student body, as recorded in the data and in our daily experience on campus, argues in favour of academic program models that are also unique to U of T; they cannot rely solely on models developed in less heterogeneous institutions, here or abroad.

- Dissemination of the results of such surveys is likely to lead to more pressure to address educational and employment equity issues, and to modify current practices by design, not by default.

- Collecting similar data from graduating students, recording not only their perceptions of their own progress in attaining individual goals but also their satisfaction with the University's programs and services, could become a necessary element in the institutional performance indicators.

- The costs of such surveys can be justified only if the findings contribute directly to the development of policies and practices that improve the match between our students' intellectual capacities and their aspirations, and the University's mission as a research-intensive institution.

- The best steps to take next are, first, to encourage discussion within the colleges and faculties of the unit's data (available from registrars), and, next, to ensure that reliable and appropriately cautious institutional reports on the academic characteristics of our new students are generally available.

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Students from Trinity reported much higher than average levels of interest in learning goals, while engineering students reported distinctively strong interest in earning goals.

In choosing the University of Toronto, students gave these reasons (of 15 offered) as most deserving of "very important" ratings:

- academic reputation (66 percent)
- University of Toronto grads get good jobs (36 percent)
- want to live near home (34 percent)
- U of T grads get top graduate school offers (29 percent)
- social reputation (21 percent).

As we know from other local research, notably the 1990 admissions survey, undergraduates play a key role in shaping the perceptions of high school students planning university study. Their role in influencing "reputation," in affecting what others say about what we do and how well we do it, will be critical in our efforts to enhance quality by improving the match between our program objectives and our students' goals.

The pattern of results from the 1993 survey also leads to thoughts about divisional variations, writing and equity issues. Notable in this tabulation are the differences between men's and women's ratings (compared with "the average person your age") on five academic traits. The percentages reported for the